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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

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Noble Wins Freedom of Information Victory

York University professor David Noble sought information in February 2004 from Simon Fraser University's university/industry liaison office on SFU's spin-off commercial ventures.

In a landmark ruling, adjudicator Catherine Boies Parker from the office of British Columbia's Information and Privacy Commissioner has rejected a Simon Fraser University claim that documents in a company created by the university are exempt from the province's freedom of information laws.

David Noble, a professor at York University, had requested copies of all records relating to two spin-off companies in the possession of SFU's university/industry liaison office. While initially agreeing to make the records available, SFU then changed its position, arguing the records were in the custody and control of SF Univentures, an incorporated entity created and wholly owned by SFU.

Upon investigation, the adjudicator found that SF Univentures operates only as a holding company for SFU, that all of its directors are SFU employees, that it has no location or staff independent of SFU and that it is governed under the direction of SFU, and exists in order to promote SFU's interests.

"SF Univentures is, in a very real sense, nothing more than an instrument through which SFU acts," the decision notes, and therefore "records under the control of SF Univentures should be treated as being under the control of SFU."

Noble described the ruling as a major victory. "The shell game is over," he said. "Universities no longer can set up dummy corporations to shield commercial activities from public scrutiny."

The University of British Columbia and the University of Victoria were joint intervenors in the case, saying they each had created a corporation with similar functions to SF Univentures to provide services to the private sector. The UBC/UVic submission argued that when public bodies provide services to the private sector, the public body does not have custody nor exercise control over records unless the parties sign a contract to the contrary.

The B.C. Freedom of Information and Privacy Association also intervened and noted that the records in question related to SFU's core research mandate by "exploiting university research in the marketplace and holding the university's interests in such ventures," with the resulting revenue flowing back to the university.

Further, FIPA asserted that SF Univentures was SFU's agent, conducting certain aspects of SFU's business, and that the agreement under which SF Univentures operates is not arms-length as SFU controls both parties and as such the contract.

CAUT also intervened and likewise argued that the records at issue related to SFU's core function, that SFU is the sole shareholder of SF Univentures and that SFU elects the corporation's directors and can replace them. ■

Victoire éclatante au nom de la liberté d'information

Dans une décision qui crée un important précédent, l'arbitre Catherine Boies Parker du Commissariat à l'information et à la protection de la vie privée de la Colombie-Britannique a rejeté l'argument de l'Université Simon Fraser (SFU) voulant que les documents d'une société créée par l'université soient soustraits à l'application des lois régissant la liberté d'information dans cette province.

David Noble, professeur à l'Université York, avait demandé des copies de tous les documents relatifs à deux sociétés dérivées, dont était en possession le bureau de liaison entreprises-université de la SFU. Cette dernière avait d'abord acquiescé à la demande, mais avait ensuite changé d'idée, soutenant que les documents étaient sous la garde et le contrôle de SF Univentures, une personne morale créée et détenue à part entière par la SFU.

À l'issue de son enquête, l'arbitre a établi que SF Univentures agissait uniquement à titre de société de portefeuille pour la SFU, que tous les membres de son conseil d'administration étaient des employés de la SFU, que cette société ne possédait ni établissement ni personnel indépendants de ceux de la SFU, qu'elle était administrée par la SFU et qu'elle avait pour mandat de promouvoir les intérêts de la SFU.

« SF Univentures n'est, à proprement parler, rien de plus qu'un instrument par lequel la

En février 2004, le professeur David Noble de l'Université York avait demandé au bureau de liaison université-entreprises de l'Université Simon Fraser (SFU) de lui remettre des documents sur les entreprises commerciales dérivées de la SFU.

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COMMENTARY
TRIBUNE LIBRE

Is There No Room Left for Reflection?

By FRANK FUREDI

SCHOLARS do not work to a formal job specification. They do not republish the same piece of research 16 times in slightly altered versions to enhance the size of their CV. Nor do they write to schedules set by auditing authorities. Sometimes they obsessively pursue intellectual goals that are of no concern to research councils or other funding bodies. Consequently, they are less than passionate about applying for grants tied to agendas not their own. Even if they go through the motions of showing interest in research council "priorities," their lack of enthusiasm for walking the walk will give them away. They are, after all, scholars – and they are barely tolerated in British higher education.

In the debate about research versus teaching, what is frequently overlooked is the role of scholarship. It is interesting to note that academics are rewarded for their research, but not their scholarship: the terms are often used interchangeably, but they have fundamentally different meanings. Research can be a narrow technical function that is hardly different from the work carried out by such non-academic bodies as pollsters, think-tanks and businesses.

Such work may well have value, but it is not scholarship. Often what universities call research assumes the form of an assignment set by a funding authority. This is work that need not be organic to our previous intellectual or scientific pursuits, but a job we do for someone else. Sometimes our own intellectual pursuits and someone else's priorities coincide, but that is often a matter of luck.

The dominance of research led by funding bodies devalues scholars. I have peers who took up positions abroad because they were continually hassled to apply for grants they did not want. They simply needed space to pursue and develop ideas – to think, write and teach.

This devaluation of scholarship is not simply a problem for thwarted academics. It also has a negative impact on the development of ideas. The current focus on research rewards narrow specialisation. Of course specialisation is crucial for scientific thinking, but so is the ability to situate research in a broader context, to transcend disciplines or at least build bridges between them. We need scholars whose vision is not confined by the template of a "guidance to applicants" form.

Ironically, the neglect of scholarship has led to a growing cultural gulf between teacher and student. "Research-led teaching" is often a fiction, since many research projects are stand-alone initiatives with little direct relevance for teaching undergraduates. Lecturers often lead very compartmentalised lives and find it hard to establish a dynamic relationship between teaching and research. In such circumstances, teaching can become a merely technical function since it has only a tangential relationship to our research.

This is where we pay a heavy price for the devaluation of scholarship. Scholars are drawn to teaching partly because they recognise that one of the ways they can pursue ideas is through the quality of relationships they cultivate with students. They believe they have something important to say and regard students as integral to their intellectual life. They often have few "generic" teaching skills, but on a good day they don't just teach but inspire and motivate.

Is there room for scholars in a world where academics are judged on research, teaching and administration? ■

Frank Furedi is professor of sociology at the University of Kent at Canterbury, United Kingdom.

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Comment

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. They should be objective and on a political rather than a personal subject. A commentary is an opinion and not a "life story." First person is not normally used. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

St. Thomas Faculty Locked Out

ST. THOMAS UNIVERSITY locked out its full-time and part-time academic staff units on Dec. 27, and postponed the beginning of the winter term.

In a letter to Tom McBrearty, the university's chairman of the board, CAUT president Greg Allain pointed out lessons learned from other sectors – that lockouts rarely do more than generate ill-will and make the eventual resolution more difficult to achieve.

"There is a special irony in a Catholic university not only being the first to preemptively lock out its staff [during the school year], but choosing to do so over the Christmas holidays," Allain wrote.

In the face of the lockout and employer intransigence at the bargaining table, the faculty association conducted a strike vote in early January. With 96 per cent of the full-time bargaining unit voting, 77 per cent backed a strike mandate. Support for a strike in the part-time unit was above 80 per cent, with an 86 per cent turnout. Both units went on strike Jan. 9.

"The administration up to now has spent an enormous amount of energy and resources on public relations and on exacerbating anxiety among students," said faculty association president Suzanne Dudziak in announcing the strike.

"With a strong strike vote, and now a strike, we believe we can redirect their energies to the bargaining table. That's where the resolution lies to the present disruption of studies at St. Thomas."

Academic staff have been without a contract since July 1. In the last round of negotiations, bargaining continued for 18 months beyond the expiry of the previous contract. A tentative settlement was reached within three days once the faculty association received a strong strike vote from the membership. ■

PRESIDENT'S COLUMN

New Year's Resolution: Say No to Workplace Bullying!

By GREG ALLAIN

With the new year upon us, I'd like to start by wishing all CAUT members a very happy, healthy and productive New Year! Individually, may some of our key projects come to fruition in 2008. Collectively, let's hope we continue to make headway against the forces of commercialization, privatization and corporatization of our post-secondary institutions and that academic freedom, solidarity and social justice will prevail once again.

In early December, CAUT held its annual senior grievance officers' workshop in Ottawa. It was a highly informative and successful event, with 50 participants from member associations across Canada. Our 2007 workshop had a special emphasis on "the vulnerable grievor" and how associations can best fulfill their obligations in difficult cases, including conflicts between colleagues and mental health and accommodation in the workplace. Two of the main strands covered in the program were workplace bullying and stress and mental health at work.

There is so much material on all of these, and they are such important topics, that I decided to divide them up: I'll be talking about the nature, prevalence and consequences of workplace bullying in this column and I'll devote the February column to what we can do about it. Then in March, I'll look at trends in workplace mental health issues related to stress and an association's duty to accommodate in this context.

In one form or another, bullying in the workplace has probably existed for hundreds of years, but has only captured the attention of researchers and trade unions in the last 10 years as more and more information came to light about how widespread bullying is.

According to Angelo Soares of the University of Quebec at Montreal, one of the foremost experts on the topic and who recently gave an inspiring talk on "Bullying at Work: One Degree Below Humanity" at the western regional conference of faculty associations in Saskatoon, one of the wake-up calls was French author Marie-France Hirigoyen's 1998 book, *Le harcèlement moral : la violence perverse au quotidien*. Hirigoyen's book sold 500,000 copies within its first few months on bookstore shelves and just over a year after its release the French Government enacted its first anti-workplace bullying law.

The province of Quebec was the first North American jurisdiction to pass legislation against "psychological harassment" and Saskatchewan recently amended its Occupational Health and Safety Act to cover abuse of power and bullying in the workplace.

What exactly is bullying? We all think we know what it means, but the phenomenon is complex and definitions vary. The core of it is fairly straightforward, though: we are talking about offensive, intimidating, malicious or insulting behaviour, which is repetitive and which constitutes an abuse or misuse of power intended to undermine, isolate, humiliate, denigrate or injure the victim.

One author calls it "a form of psychological terrorism." And it can have devastating consequences for the person being bullied: loss of self-esteem, depression and even suicide attempts, not to mention the harrowing ripple effects bullying can have on family and friends. Organizations also pay a high price for bullying. A poisoned work environment may lead to absenteeism, low morale, loss of productivity, staff turnover and costly lawsuits.

There are a good number of myths surrounding bullying. Here are two of them. One contends that it's all simply part of our intellectual debates. Although our jobs as academics require us to analyze and criticize, we're not talking here about rational discourse or professional differences of opinion over theories and arguments. Some bullies will target just about everybody but many will single out a particular employee, or group of employees, and constantly, systematically belittle them, berate them, make fun of them, dismiss their opinions or their work, and attempt to isolate and exclude them by circulating malicious rumours and falsehoods about them. Being bullied by a group of people is known as "mobbing," a phenomenon University of Waterloo sociologist Kenneth Westhues has written about.

Another myth dismisses the problem as a question of personality: the "bullyer" is simply a strong-minded person who is direct and wants to get things done. The "bullyee" happens to be a weak individual who is incapable of being assertive and who can't take a joke or criticism. Workplace bullying, on the contrary, is not about personality clashes, but about a power relationship whereby the "bullyer" is intent on controlling and harming a particular person. It's not about personal conflict but about organizational deficiency.

And as Soares explains, certain organizational contexts are more conducive to allowing bullying to occur – conflict-ridden workplaces, those where work has intensified and been casualized, where new forms of authoritarian management have been introduced or where mistrust and negativity are widespread. Some workplaces have "a culture of bullying." It seems that in certain corporate circles, like in hockey, "enforcers" are hired to get rid of certain employees by hounding them into leaving! At the senior grievance officers' workshop, one participant claimed that a known American university was encouraging its faculty members to bully their way to the top of the totem pole.

But other structural factors shape the institutional context also, such as the widespread ideology of "excellence," the mechanisms for allocating budgets and compensation to individuals (market premiums and the like), the "star" system in research, the quantitative measurement of workloads and the promotion of performance at any cost, all leading to manifestations of extreme individualism and competitiveness.

Just how prevalent is workplace bullying? A 2002 union survey of hundreds of workplaces in New South Wales, Australia, reported 74 per cent of respondents saying they had experienced bullying at work. According to Soares, workplace bullying is on the rise in Canada and has reached "alarming proportions."

We are starting to have data on this. A recent occupational stress survey, which was conducted by CAUT (Catano et al., 2007), found that a significant number of respondents reported at least one incident of bullying in the past 12 months. Depending on the indicators used, between 10 and 45 per cent of respondents reported being on the receiving end of verbal abuse ("being sworn at, yelled at, subjected to negative comments or false accusations"), rude and disrespectful treatment, demeaning remarks

See SAY NO Page A8

LE MOT DU PRÉSIDENT

Notre résolution du nouvel an : non au harcèlement psychologique!

Par GREG ALLAIN

En ce début de nouvel an, j'aimerais commencer par souhaiter à tous les membres de l'ACPPU une Bonne et Heureuse année, productive et riche de santé! Que plusieurs des projets clés entrepris par chacun de nous se concrétisent en 2008! Collectivement, souhaitons que nous continuions à gagner du terrain dans notre lutte contre la commercialisation, la privatisation et la corporatisation de nos établissements d'enseignement post-secondaire et que la liberté académique, la solidarité et la justice sociale l'emportent encore une fois.

Au début décembre, l'ACPPU a tenu à Ottawa son atelier annuel à l'intention des agents principaux de griefs. Cette activité fort instructive a remporté un franc succès auprès des 50 participants délégués par nos associations membres venant de partout au Canada. L'atelier de 2007 a mis particulièrement l'accent sur « le plaignant vulnérable » et sur les façons dont les associations peuvent mieux s'acquitter de leurs obligations dans les situations difficiles, entre autres lorsqu'elles sont confrontées à des conflits entre collègues et à des questions de santé mentale et d'accommodement au travail. Deux des principaux volets du programme portaient sur le harcèlement psychologique et le stress et la santé mentale en milieu de travail.

En raison de la grande importance de ces sujets, et de l'ampleur de la documentation qui leur est consacrée, j'ai décidé de les aborder en plusieurs étapes. Dans la présente rubrique, je m'intéresserai à la nature, à la fréquence et aux conséquences du harcèlement psychologique au travail, et dans ma rubrique de février je parlerai des remèdes que nous pouvons apporter à ce mal. Puis en mars, j'examinerai les tendances qui touchent les questions de santé mentale en milieu de travail liées au stress, ainsi que l'obligation d'accommodement qui est faite aux associations dans ce contexte.

Le harcèlement psychologique au travail, sous une forme ou sous une autre, existe probablement depuis longtemps, mais ce n'est que ces dix dernières années qu'il a commencé à attirer l'attention des chercheurs et des syndicats, à mesure que l'information accumulée à ce sujet est venue mettre en évidence l'ampleur du phénomène.

Selon le professeur Angelo Soares de l'Université du Québec à Montréal, l'un des plus éminents spécialistes en la matière et qui a présenté un exposé éloquent intitulé « Bullying at Work: One Degree Below Humanity » lors de la Conférence régionale des associations de personnel académique de l'Ouest tenue à Saskatoon, en octobre dernier, c'est la publication en 1998 du livre *Le harcèlement moral : la violence perverse au quotidien*, qui a notamment tiré la sonnette d'alarme. Cet ouvrage de la psychiatre française Marie-France Hirigoyen s'est vendu à 500 000 exemplaires dans les premiers mois de son arrivée en librairie et a suscité un débat tel que, un an à peine après sa parution, le gouvernement français a promulgué sa première loi visant à contrer le harcèlement psychologique au travail.

En Amérique du Nord, le gouvernement du Québec a été le premier à adopter une loi qui proscrit le harcèlement psychologique, et la Saskatchewan a récemment modifié sa loi sur la santé et la sécurité au travail afin de rendre illégaux les actes d'abus de pouvoir et de harcèlement psychologique au travail.

Le harcèlement psychologique : de quoi s'agit-il concrètement? Nous pensons tous le savoir, mais le phénomène est complexe et très diversement défini. On peut toutefois en cerner facilement les contours : nous avons affaire à une conduite vexatoire, intimidante, malveillante ou insultante, qui se manifeste de façon répétée et qui constitue un abus ou un détournement de pouvoir destiné à miner, isoler, humilier, dénigrer ou blesser la victime.

Défini par un expert comme « une forme de terrorisme psychologique », ce processus peut avoir des conséquences dévastatrices pour la personne harcelée : perte d'estime de soi, dépression et même tentatives de suicide, sans compter les répercussions extrêmement pénibles que le harcèlement peut avoir sur la famille et les amis. Les employeurs peuvent aussi avoir un lourd prix à payer : un milieu de travail malsain peut entraîner absentéisme, baisse de moral, perte de productivité, roulement du personnel, sans parler parfois de

Voir NOTRE RÉSOLUTION à la page A9

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thinking forward

LETTERS

Classroom IT use a pressing issue

I APPRECIATE the clarity Patrick Finn brings to the discussion of problems and issues associated with information technologies in university classrooms ("Technology in the Classroom is more than Fun and Games," *Bulletin*, October 2007). As important as the issues Finn raises are, it seems to me most discussions involving laptops and other forms of IT in the classroom ignore the social implications of Marshall McLuhan's fourth law of media which states that the unbridled use of any technology has the opposite consequence for which it was intended.

Indeed, I would argue that much of the legal discussion surrounding IT in university classrooms is itself a symptom of a much deeper and far more significant issue facing universities — that is, the shift/crisis in their institutional identity. Few would argue that the unbridled use of all manner of IT outside the university is transforming how humans in technologically-developed nations communicate, as well as how we see and experience all manner of human relationships. Our campuses are not immune to these developments.

We would do well to pay attention to the findings from the 2007 ECAR [EDUCAUSE Center for Applied Research] study of undergraduate students and information technology.[1] The ECAR study is an attempt to inform discussion on what the ever-increasing use of IT in the classroom by students and faculty means for teaching and learning.

It has long been a badge of honour for universities (and schools at all levels) to have IT equipment donated by corporate and community partners, often in the name of the "progressive enhancement" of research and student learning. This, along with the steadily declining cost of all forms of IT for personal use, is transforming our classroom communications in ways that enhance, disrupt and in many cases even directly oppose the type of face-to-face learning that has long been the hallmark of a truly liberating, liberal arts education.

As Chris Dede of Harvard University's Graduate School of Education asserts in chapter two of the ECAR study, the current IT revolution is forcing the academy to rethink the very "creation, sharing and mastery of knowledge."

My fear, if we put this issue on "call waiting" for very much longer, is that our university classrooms may soon become little more than ivory-tower versions of Internet cafes. ■

David Long
Sociology
The King's University College

1. The 2007 ECAR research study is a longitudinal extension of the 2004, 2005 and 2006 ECAR studies of students and information technology. The study, which reports noticeable changes from previous years, is based on quantitative data from a spring 2007 survey and interviews with 27,846 freshman, senior and community college students at 103 higher education institutions. It focuses on what kinds of information technologies these students use, own and experience; their technology behaviors, preferences and skills; how IT impacts their experiences in their courses; and their perceptions of the role of IT in the academic experience. The 2007 study is available in several formats at http://connect.educause.edu/Library/ECAR/TheECARStudyofUndergradua/45075.

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NEWS ACTUALITÉS

Victoire

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SFU agit », note l'arbitre dans sa décision, et par conséquent « les documents sous le contrôle de SF Univentures devraient être assimilés à des documents sous le contrôle de la SFU ».

Pour David Noble, cette décision représente une victoire de taille. « La duperie est terminée », s'est-il félicité. « Il est fini le temps où les universités pouvaient créer des sociétés-écran pour exercer des activités commerciales à l'abri du regard public. »

L'Université de la Colombie-Britannique et l'Université de Victoria, toutes deux parties intervenantes dans l'affaire, ont chacune affirmé avoir créé une société chargée de fonctions semblables à celles de SF Univentures en vue de fournir des services au secteur privé. Leur argumentation faisait valoir qu'un organisme public, lorsqu'il offre des services au secteur privé, n'a ni la garde ni le contrôle des documents, sauf entente écrite des parties à l'effet contraire.

Admise également comme intervenante, la Freedom of Information and Privacy Association (FIPA) de la Colombie-Britannique a souligné que les documents en question touchaient au mandat de base de la SFU en matière de recherche parce qu'ils avaient rapport à « l'exploitation du potentiel de recherche de l'université sur le marché et à la participation de l'établissement dans de telles entreprises », les revenus ainsi engendrés revenant à l'université.

La FIPA a signalé par ailleurs que SF Univentures était un agent de la SFU, qu'elle s'occupait de certains aspects des affaires de la SFU et qu'elle ne fonctionnait pas sans lien de dépendance puisque la SFU contrôle les deux parties et, comme tel, a la haute main sur le contrat.

L'ACPPU a elle aussi fait valoir, en qualité d'intervenante, que les documents en question avaient trait au mandat de base de la SFU, que l'université était l'unique actionnaire de SF Univentures, qu'elle élisait les administrateurs de la société et qu'elle avait le pouvoir de les remplacer. ■

COMMITTEE VACANCIES | POSTES À COMBLER

CAUT Standing Committees

CAUT is seeking potential members for its four standing committees of Council. Each of these committees has at least eight members (including the chair) and normally meets twice a year.

Position Vacancies

Academic Freedom and Tenure Committee, Three Vacancies. Members should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. They should be willing and available to dedicate considerable time to the work of the committee between meetings, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, Four or Five Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have demonstrated experience in the area of collective bargaining. They should be able to commit time to the work of the committee between meetings, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee, Four or Five Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian post-secondary education institutions. They ought to be aware of policy matters pertaining to academic rights and working conditions of academic librarians. Members should be willing and available to dedicate significant time to the work of the committee between meetings, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee, Three Vacancies. Members should have considerable experience representing the interests of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time to the work of the committee between meetings, including educational work, drafting of documents and other related activities.

Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

Application Procedure

If you are interested in being on one of these committees, send a letter indicating the committee and your background relevant to that committee to: **Louise Desjardins, Executive Assistant, Canadian Association of University Teachers, 2705 Queensview Drive, Ottawa, Ontario K2B 8K2.**

Deadline 1 February 2008

Comités permanents de l'ACPPU

L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein des quatre comités permanents du Conseil. Chacun de ces comités compte au moins huit membres (incluant le président ou la présidente) et entend se réunir normalement deux fois l'an.

Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, trois postes. Les candidats et candidates doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits de la personne et les libertés civiles. Ils ou elles doivent pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à la promotion de la liberté académique, à la rédaction de documents et à des activités connexes.

Comité de la négociation collective et des avantages économiques, quatre ou cinq postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

Comité des bibliothécaires, quatre ou cinq postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations des bibliothécaires dans les institutions canadiennes d'enseignement postsecondaire. Ils ou elles doivent connaître les questions de principe touchant les droits académiques et les conditions de travail des bibliothécaires dans les universités et collèges. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, trois postes. Les candidates doivent avoir une expérience considérable dans la représentation des intérêts des femmes. Les membres doivent connaître les questions de principe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en participant à des activités connexes.

Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir à l'adresse ci-après une lettre précisant le nom du comité qui les intéresse et décrivant l'expérience qu'elles possèdent par rapport à ce comité : **Louise Desjardins, Adjointe au directeur général, Association canadienne des professeures et professeurs d'université, 2705, promenade Queensview, Ottawa (Ontario) K2B 8K2.**

La date limite 1er février 2008

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

Gift Preserves School Name

A group of University of Wisconsin-Madison alumni has given an unprecedented naming gift of $85 million to the Wisconsin School of Business to preserve the school name.

The donation defies conventional naming gifts where schools adopt the name of a single donor in perpetuity.

The first of its kind ever received by an American business school, the gift ensures the school will not be named for any single person or entity for at least *20 years, but leaves the door* open for future naming gifts after the freeze expires.

The $85 million was composed of 13 individual donations of a minimum of $5 million each, made by members of the Wisconsin Naming Partnership, a group of alumni who banded together to support the school's mission.

UW–Madison Chancellor John Wiley called the gift "a creative act of philanthropy and a major milestone for our university." ■

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NEWS ACTUALITÉS

Dalhousie Prof Victim of Malicious Cyber Attack

AN UGLY ATTACK on a Dalhousie University professor and his family could happen to just about anyone as a result of malevolent use of social networking websites, the Dalhousie Faculty Association is warning.

Academics should consider their privacy in a new light, DFA president Kevin Grundy says, after someone posted a video about the engineering professor and his family on YouTube and other sites in late November. The video included the voice of someone impersonating the Dalhousie professor, a pornographic soundtrack, doctored photographs of his wife and daughters and racist comments about Muslims.

Halifax police are investigating the possibility the video upload constituted a hate crime, and university authorities are attempting to determine if the video was created and uploaded from a campus computer.

In a message e-mailed to students and faculty, Dalhousie president Tom Traves characterized the video as "racist and malicious."

"This is not regarded as a prank, but as a vicious assault against which we will take all legal measures possible," said Traves in the statement.

The video was yanked from YouTube following complaints filed by attorneys for CAUT and the university. Access to the video was then provided through a phony Facebook group created in the professor's name. The group was shut down after lawyers for the university intervened.

The Dalhousie community was encouraged to view the video Nov. 29 when a message linked to the posting on YouTube was sent to thousands of university faculty, student and staff e-mail addresses. The e-mail came from an account created by someone using the professor's name.

The professor and his family have been "very upset" by the ordeal, Grundy said, but are "comfortable that police and the university are taking the matter seriously and doing everything they can to investigate the source behind the video." ■

Un professeur de Dalhousie victime d'une attaque vidéo sur Internet

L'ATTAQUE particulièrement vile menée contre un professeur de l'Université Dalhousie et les membres de sa famille pourrait frapper presque tout le monde consécutivement à l'utilisation malveillante des sites web de réseautage social, met en garde l'association du personnel académique de cet établissement (DFA).

Les universitaires devraient considérer la protection de leur vie privée sous un éclairage nouveau, recommande le président de la DFA, Kevin Grundy, depuis la diffusion sur YouTube et d'autres sites web, à la fin de novembre, d'une vidéo sur le professeur de génie et sa famille. En plus d'intégrer la voix de quelqu'un qui se faisait passer pour le professeur et la piste audio d'un film pornographique, la vidéo comportait des photos retouchées de son épouse et de ses filles ainsi que des commentaires racistes sur les musulmans.

La police de Halifax cherche actuellement à établir si le téléversement de la vidéo constitue un crime haineux, et la direction de l'université tente de son côté de déterminer si la vidéo a été créée et téléversée à partir d'un ordinateur du campus.

Dans un courriel adressé aux étudiants et aux membres du corps universitaire, le recteur de l'établissement, Tom Traves, a dénoncé le caractère « raciste et malicieux » de la vidéo.

« Nous n'avons pas affaire ici à une simple plaisanterie. Bien au contraire, il s'agit d'une attaque d'une grande malveillance contre laquelle nous engagerons toutes les actions juridiques possibles », a déclaré le recteur dans son message.

La vidéo a été vite retirée du site YouTube après que les avocats de l'ACPPU et de l'université eurent porté plainte. L'accès à la vidéo a par la suite été facilité par un groupe Facebook créé sous le nom du professeur, mais a été mis hors service après l'intervention des avocats de l'université.

La communauté de Dalhousie a pris connaissance de l'existence de la vidéo le 29 novembre lorsqu'un courriel provenant d'un compte créé sous le nom du professeur et transmettant le lien vers le site YouTube a été envoyé à des milliers d'adresses électroniques de professeurs, d'étudiants et de membres du personnel de l'université.

Le professeur et sa famille sont certes « profondément ébranlés » par cette pénible épreuve, a souligné M. Grundy, mais ils estiment que la police et l'université prennent cette affaire très au sérieux et qu'elles déploient tous les efforts utiles pour identifier la source de la vidéo ». ■

Awards for Excellence in Post-Secondary Education Journalism

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Deadline - February 25 février 2008 - Date limite

2007-2008 call for nominations available at www.caut.ca
Appel de candidatures pour la 7e édition est disponible à www.acppu.ca

CAUT ACPPU

Workplace Bullying on the Rise Across Canada

WORKPLACE BULLYING is on the rise across the country, involving increasingly high stakes for employees, employers and unions caught in the middle.

"Bullying in the workplace in one form or another has always existed," says Angelo Soares, a sociologist at the University of Quebec in Montreal who teaches courses on organizational behaviour. "But since the 1990s, the frequency, intensity and psychopathological consequences of bullying in the workplace have reached alarming proportions."

In law, bullying is distinct from sexual harassment and is not included under the umbrella of banned behavior typically found in human rights legislation.

Soares, who studies bullying and speaks widely on the issue, notes there is no universal definition, but most experts agree on three elements: the recurring and persistent nature of the action, the harmful, even devastating, effects on the person being targeted, and the focus of the definition on the effects suffered by the targeted individual and not on the intentions of the aggressor.

Victims of bullying frequently suffer from depression, perform poorly at work, or cease to function at all. Even worse, some victims have physically attacked their tormentors, or taken their own lives.

"Bullying at work represents a significant threat and can have devastating effects on the mental health of workers," noted Soares in a 2002 report titled, "Bullying: When Work Becomes Indecent."

Canadian law surrounding this form of harassment is extremely complex, varying from province to province and on the nuances of each individual case.

In 2004, Quebec became the first North American jurisdiction to explicitly outlaw bullying at work. Psychological harassment is defined under Quebec law as "any vexatious behavior in the form of repeated and hostile or unwanted conduct, verbal comments, actions or gestures, that affects an employee's dignity or psychological or physical integrity and that results in a harmful work environment for the employee."

Saskatchewan has recently passed amendments to its Occupational Health and Safety Act, making illegal the psychological harassment of workers if a "reasonable person" would find such acts of harassment humiliating or intimidating.

Elsewhere in Canada, the bullied must navigate a sometimes convoluted patchwork of remedies, including the filing of grievances pursuant to collective agreements and provincial labour laws and civil lawsuits.

Recent Canadian court cases involving bullying have sent shock waves through the boardrooms of corporate head offices and pocketbooks of employers who look the other way when bosses push around subordinates, or even when coworkers bully one another.

Last year, Nancy Sulz won close to $1 million when her RCMP boss bullied her to the point of illness. The Sulz case, and a string of others, are bringing the point home loud and clear that employers would be wise to take actions on bullying.

Bullying at work represents a significant threat and can have devastating effects on the mental health of workers.

But by all accounts, the stickiest situation involves bullying by colleagues of equal rank in a unionized environment.

A workshop on bullying, held as part of CAUT's Council meeting in November, drew both grievance officers and concerned academics struggling with defining unreasonable behavior and looking for solutions.

Reports included accounts of bullying that ran the gamut of administrators who yell or throw things, to e-mailed threats from students to professors, to colleague-colleague intimidation, threats and insults – sometimes aired on blogs – that land in the laps of grievance officers caught in the middle.

In the worst cases, grievance officers assigned the difficult task of investigating member-on-member complaints sometimes even find themselves as the focus of bullying. As one workshop participant put it, "It's a nightmare for unions."

The issue was addressed last month at a CAUT workshop for senior grievance officers, on the "vulnerable grievor," including grievors at odds with colleagues.

CAUT is also in the process of developing model clauses on workplace harassment. ■

Le harcèlement psychologique au travail est en progression partout au pays

LE PHÉNOMÈNE du harcèlement psychologique au travail, dont la progression est constatée partout au pays, fait peser des enjeux de plus en plus considérables sur les employés, les employeurs et les syndicats pris dans le tourbillon.

« Les comportements associés au harcèlement psychologique ont toujours été présents dans les mondes du travail », observe Angelo Soares, sociologue et professeur à l'Université du Québec à Montréal, qui donne des cours sur le comportement organisationnel. « Ce qui est nouveau cependant, c'est leur intensité, leur fréquence et l'aggravation de ses conséquences psychopathologiques qui, à partir des années 90, ont pris une dimension alarmante. »

Le harcèlement psychologique, différent en droit du harcèlement sexuel, n'est pas classé dans la catégorie des actes répréhensibles généralement prévus dans les lois régissant les droits de la personne.

Le professeur Soares, qui conduit des recherches sur le harcèlement psychologique et qui participe à titre de conférencier à de nombreux colloques sur la question, note que, malgré l'absence d'une définition universelle du processus, la plupart des experts s'entendent sur trois dimensions toujours présentes : la répétition et la persistance de l'action, les effets négatifs, voire destructeurs, sur la personne cible, et le fait que la définition soit centrée sur les effets subis par la personne cible et non pas sur les intentions de la personne qui harcèle.

Il est fréquent que les personnes touchées par cette forme de violence souffrent de dépression, fournissent un piètre rendement au travail ou cessent tout simplement de fonctionner. Il arrive même dans certains cas que les victimes agressent physiquement leurs bourreaux ou se suicident.

« Le harcèlement psychologique au travail est une menace importante et peut avoir des effets dévastateurs en ce qui concerne la santé mentale des travailleuses et travailleurs », souligne le professeur Soares dans un rapport publié en 2002 sous le titre *Quand le travail devient indécent : le harcèlement psychologique au travail.*

Le droit canadien relatif à cette forme de harcèlement est des plus complexe car il varie non seulement d'une province à l'autre mais aussi selon les circonstances de chaque cas.

En 2004, le gouvernement du Québec a été le premier en Amérique du Nord à promulguer une loi qui proscrit le harcèlement psychologique au travail. La loi québécoise définit expressément ce délit comme « une conduite vexatoire se manifestant soit par des comportements, des paroles, des actes ou des gestes répétés, qui sont hostiles ou non désirés, laquelle porte atteinte à la dignité ou à l'intégrité psychologique ou physique du salarié et qui entraîne, pour celui-ci, un milieu de travail néfaste ».

Il est fréquent que les personnes touchées par cette forme de violence souffrent de dépression, fournissent un piètre rendement au travail ou cessent tout simplement de fonctionner.

La Saskatchewan a récemment voté des modifications à sa loi sur la santé et la sécurité au travail afin de rendre illégal tout acte de harcèlement psychologique à l'encontre des travailleurs et travailleuses qui est jugé humiliant ou intimidant par une « personne raisonnable ».

Dans les autres provinces canadiennes, les personnes victimes de harcèlement psychologique doivent s'aventurer dans les méandres parfois complexes des diverses voies de recours, dont le dépôt de griefs en vertu des conventions collectives et des lois provinciales en matière de travail et l'engagement de poursuites au civil.

Les récentes décisions des tribunaux canadiens dans des affaires de harcèlement psychologique provoquent de vifs remous dans les salles de conseil des sièges sociaux et se révèlent fort coûteuses pour les employeurs qui font mine de ne rien voir lorsque des supérieurs traitent sans égards leurs subordonnés ou même lorsque le harcèlement s'exerce entre les employés.

L'an dernier, Nancy Sulz a obtenu une compensation financière de près de 1 million de dollars parce qu'elle avait été victime de harcèlement psychologique de la part de son supérieur à la Gendarmerie royale du Canada. L'affaire Sulz et une série d'autres causes laissent clairement entendre aux employeurs qu'ils seraient bien avisés de s'attaquer à tout problème de harcèlement susceptible de survenir au travail.

Tout porte à croire cependant que la situation la plus difficile se présente lorsque le harcèlement implique des collègues syndiqués de même rang.

Un atelier sur le harcèlement psychologique, organisé en novembre dernier en parallèle de l'assemblée du Conseil de l'ACPPU, a rassemblé des agents de griefs et des universitaires concernés qui s'emploient à définir les comportements inacceptables et à trouver des solutions.

Le harcèlement psychologique au travail est une menace importante et peut avoir des effets dévastateurs en ce qui concerne la santé mentale des travailleuses et travailleurs.

Les agents de griefs ont signalé un large éventail de cas de harcèlement psychologique auxquels ils sont confrontés : des dirigeants qui crient après leurs subordonnés ou qui lancent des choses en leur direction, des étudiants qui adressent des menaces par courriel à des professeurs, de l'intimidation entre collègues, des menaces et des insultes – parfois proférées sur des blogues.

Dans les pires cas, les agents de griefs chargés de la difficile tâche d'enquêter sur les plaintes déposées par des membres contre d'autres membres finissent même parfois par faire l'objet de harcèlement. Comme l'a déclaré un participant à l'atelier : « C'est un vrai cauchemar pour les syndicats ».

Le problème a été abordé en décembre dernier lors d'un atelier de l'ACPPU pour les agents de griefs principaux qui portait sur les auteurs de griefs vulnérables, notamment ceux qui sont aux prises avec des collègues.

Pour sa part, l'ACPPU travaille actuellement à l'élaboration de clauses modèles sur le harcèlement en milieu de travail. ■

NEWS ACTUALITÉS

Furor Delays Amendments to Copyright Act

DEBATE over reform of Canada's copyright law heated up in December, causing a major scramble for Industry Minister Jim Prentice and the Harper government.

Introduction of long-awaited amendments to the federal Copyright Act that deal with copyright infringement had been expected Dec. 11, but was derailed by a public outcry and charges the government succumbed to U.S. pressure in shaping its policy.

Detractors also predicted the bill would have made illegal such activities as the time shifting of television shows, file-sharing of music and video, and copying files to DVDs or MP3 players. A levy was even expected on computers and cell phones because they increasingly are capable of storing audio files.

Prentice had said the legislation would bring Canada in line with the World Intellectual Property Organization treaty it signed in 1997. But he reacted to the opposition over the proposed changes by ordering material revisions to the bill, which is now not likely to be introduced until late January or February.

CAUT is calling for balanced copyright reforms in the forthcoming bill.

In a letter to Prentice and Heritage Minister Josée Verner — whose departments share the responsibility for copyright — CAUT urges both ministers "to ensure the Act correctly balances rights of use and rights of ownership. A fundamental component of our members' working lives is the use, creation and ownership of copyrighted works."

Balancing the rights of copyright holders and obligations of those affected by copyright law isn't straightforward due to the breadth and variety of interests involved and due to the intense lobbying from the movie and music industries.

The show of opposition over copyright legislation indicates many Canadians feel the bill should not simply reflect corporate priorities.

The previous Liberal government tried to pass a similar copyright reform bill, C-60, in 2005. The bill elicited intense public debate, but in the end was quashed when the opposition brought down the minority government in a no-confidence vote. ■

Mouvement d'opposition farouche retarde le projet de loi sur le droit d'auteur

LE DÉBAT sur la réforme du droit d'auteur canadien a pris, en décembre dernier, une ampleur telle que le ministre de l'Industrie Jim Prentice et le gouvernement Harper ont dû carrément faire marche arrière.

En effet, les modifications attendues depuis longtemps à la loi canadienne sur le droit d'auteur, qui portent sur la violation du droit d'auteur, devaient être déposées le 11 décembre, mais elles n'ont pas abouti en raison d'un farouche mouvement d'opposition publique et des attaques accusant le gouvernement de façonner sa politique en fonction des pressions exercées par les États-Unis.

Les détracteurs du projet de loi ont prédit également que les nouvelles dispositions rendraient illégales des activités telles que la diffusion en différé des émissions de télévision, le partage de la musique et des vidéos et la reproduction de fichiers sur des DVD ou des lecteurs MP3. Il avait même été prévu d'imposer une taxe sur les ordinateurs et les téléphones portables parce que ceux-ci permettent de stocker des volumes de plus en plus énormes de fichiers audio.

Le ministre Prentice avait fait valoir que la nouvelle loi permettrait au Canada de se conformer au traité de l'Organisation mondiale de la propriété intellectuelle, qu'il a signé en 1997. Mais devant le tollé soulevé par les modifications proposées, le ministre a demandé d'apporter des révisions fondamentales au projet de loi, ce qui reportera vraisemblablement la date de dépôt jusqu'à la fin de janvier ou en février.

L'ACPPU appelle à un juste équilibre dans le prochain projet de loi sur la réforme du droit d'auteur.

Dans une lettre adressée au ministre Prentice et à la ministre du Patrimoine Josée Verner, dont les ministères partagent la responsabilité du droit d'auteur, l'ACPPU demande à ces derniers de « veiller à ce que la *Loi sur le droit d'auteur* établisse un juste équilibre entre les droits d'utilisation et les droits de propriété. L'utilisation, la création et la propriété des oeuvres protégées par le droit d'auteur représentent un élément fondamental de la vie professionnelle de nos membres ».

Établir un équilibre entre les droits des auteurs et les obligations des personnes touchées par la loi sur le droit d'auteur n'est pas une mince tâche compte tenu de l'ampleur et de la diversité des intérêts en jeu de même que des pressions intenses exercées par les industries du cinéma et de la musique.

L'importance de l'opposition manifestée à l'encontre du projet de loi montre à quel point la population canadienne estime que cette mesure ne devrait pas tenir compte uniquement des priorités des entreprises.

L'ancien gouvernement libéral avait tenté, en 2005, de faire adopter un projet de loi semblable visant à réformer la loi sur le droit d'auteur (projet de loi C-60). Le projet avait cependant suscité un vif débat public et n'avait pu être mené à terme lorsque le gouvernement minoritaire a été renversé par un vote de non-confiance des partis d'opposition. ■

Say No

☞ From PAGE A3

about competence and having one's opinions dismissed.

Furthermore, when the data are disaggregated, two worrying trends emerge. First, on practically all the measures, the worst offenders are co-workers, followed by either students or administrators, depending on the variable. Another study (Gilin and Catano, 2005) found that nearly 40 per cent of nursing staff in health institutions surveyed reported being bullied and although culprits extended throughout the local power structure, the main culprits were co-workers, ahead of administrators or physicians. Second, there is a constant gender difference, with women much more likely than men to be bullied — up to 65 per cent more.

This finding is similar to what a 2004 internal survey of a small Canadian university discovered, where more than half of the female respondents surveyed said they'd felt "threatened or intimidated over the past four years," where a larger percentage of women than men reported feeling threatened or intimidated and where women "were more likely than men to report being yelled at or feeling concerned for their physical safety." Perhaps additional data would uncover other groups being particularly targeted, such as younger faculty, or visible minorities.

Clearly, we have a lot of work to do to address this pervasive problem. Next time: What can we do about workplace bullying? Stay tuned! ■

CALL FOR NOMINATIONS | APPEL DE CANDIDATURES

CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2008.

Position Vacancies

President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in academic staff association affairs at the local level.

Vice-President. Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

Treasurer. Responsible for the preparation of draft budgets and financial statements and for ensuring proper controls remain in place to ensure the financial integrity of the association.

Three Members-at-Large. Responsible for undertaking duties as decided by the officers and the executive committee.

***Chair, Collective Bargaining and Economic* Benefits Committee.** Responsible for chairing the CBEBC and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of CBEBC should have considerable experience in collective bargaining and shall normally have served at least one year on the committee.

Chair, Librarians' Committee. Responsible for chairing the Librarians Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the Librarians' Committee should have considerable experience representing the interests of librarians and knowledge of relevant policy matters, and shall normally have served at least one year on the committee.

Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the treasurer and committee chairs is two years.

Nomination Procedure

Nominations should be sent to:
William Bruneau
Chair, Elections and Resolutions Committee
Canadian Association of University Teachers
2705 Queensview Drive
Ottawa, Ontario K2B 8K2
Fax: (613) 820-7244

Nominators should include:
(1) a letter of nomination;
(2) a brief statement of why the nominator feels the nominee is qualified to serve;
(3) the agreement of the nominee to serve if elected; and
(4) a completed copy of the standard information form available at www.caut.ca.

Nomination Deadline 1 March 2008

Note: Information on release time is available at www.caut.ca/pages.asp?page=312&lang=1

Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2008.

Les postes vacants

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de personnel académique à l'échelle locale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

Le trésorier. La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'association.

Trois membres ordinaires. Les membres ordinaires doivent exercer les fonctions définies par les dirigeants et le Comité de direction.

La présidence du Comité de la négociation collective et des avantages économiques. Le titulaire doit présider le CNCAE et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable en négociation collective et doivent normalement avoir siégé au moins un an au sein du comité.

La présidence du Comité des bibliothécaires. Le titulaire doit présider le Comité des bibliothécaires et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des bibliothécaires et une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé au moins un an au sein du comité.

Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat du trésorier et des présidents des comités est de deux ans.

Méthode de mise en candidature

Prière d'adresser les candidatures à :
M. William Bruneau, président
Comité des élections et résolutions
Association canadienne des professeures et professeurs d'université
2705, promenade Queensview
Ottawa (Ontario) K2B 8K2
Téléc. : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :
(1) une lettre de mise en candidature;
(2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues;
(3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection;
(4) une copie du formulaire d'information réglementaire, dûment rempli, disponible sur le site www.acppu.ca.

La date limite 1er mars 2008

Les renseignements au sujet du dégagement se trouvent à : www.acppu.ca/pages.asp?page=312&lang=2

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

COMMENTARY TRIBUNE LIBRE

Popular Beat May Drown Out Genius

By PETER LAWRENCE

IT IS FUN to imagine songwriters being assessed as scientists are today. Bureaucrats would rank their songs by which radio stations played them in the first two weeks after release. The songwriters would soon find that writing junky Christmas tunes and cosying up to top DJs advanced their careers more than composing proper music. It is not so funny that in the real world of science, dodgy evaluation criteria, such as impact factors and citations, are dominating minds, distorting behaviour and determining careers. Indeed, these measures have now grown into monsters that threaten science. Already, they have produced an "audit society" in which scientists are forced to put meeting the measures above trying to understand nature and disease.

Scientists are assessed according to the impact factors of the journals they publish in. Of course, there is some correlation between quality of work and the impact factor of the journal that publishes it, but this measure has many faults. Crucially, impact factors are distorted by positive feedback — many citations are not based on reading the paper but by reading other papers, particularly reviews. Consider the 48 citations of one article I co-authored in 2002: only eight were appropriate to what was actually reported, three were plain wrong and 37 were incidental. Thus citations may generally be determined more by visibility than by content. Now there is a new trend: scientists are ranked by a single number, the "H index," that counts their papers and the citations they receive. In consequence, I predict that citation-fishing and citation-bartering will become major pursuits.

These measures have had many effects. First, it is now very common for people to gatecrash their names on to author lists for papers whose contents they are largely a stranger to, perhaps by providing a reagent, through horse-trading between group leaders or by the misuse of authority or power.

Second, it is now vital to get papers into high impact-factor journals; just one such paper can change the prospects of a postdoc from nonexistent to substantial. This fact has cut a swath through scientific thinking, turning our thoughts away from scientific problems and towards the process of publication. Grisly stories of papers bouncing down a cascade of journals are now the main dish of scientific discourse. It is not unusual for a scientist to spend as much as a year trying and retrying to get something published in a "vanity" journal. This is a massive waste of time and energy that, even so, can bring career rewards. Therefore, I would like granting agencies to investigate the time that leaders of the groups that they fund spend on this paper chase.

Third, trying to meet the measures involves changing research strategy: it is best to follow fashion and work in crowded halls — if you venture into the unknown, you risk interesting no one, and publication will be difficult.

Fourth, scientists learn to hype their work, making a story more simple and sensational by ignoring or hiding awkward results.

The "audit-society" rewards those scientists who dance to its tune, says Peter Lawrence. Too busy working? Two left feet? Too bad.

Fifth, these measures push people into larger groups, all of whose papers are authored by the group leader — the more people, the more papers. However, I suspect that an increased proportion of young scientists fail in large groups but, because no account is taken of this, such failures do not make a group leader look less productive. In an attempt to increase the number of papers, students are being treated more like technicians and so miss out on learning how to become researchers

Sixth, it becomes essential to go travelling, to network and build tacit webs of mutual support among colleagues, some of whom will review your papers. It is no wonder that many successful scientists spend bizarre amounts of time touring.

Seventh, the struggle to survive in modern science has acted against modest and gentle people of all kinds — yet there is no evidence that less pushy people are less creative. As the less aggressive people are predominantly female, it should be no surprise that there has been little increase in the representation of women at the top.

The main villains are fashion, the management cult and the politics of our time. People have lost sight of the primary purposes of institutions, and a growing obsession with internal processes has driven more and more bureaucracy at the expense of research. But scientists of all ranks are also to blame, as we have meekly allowed this to happen. We need to fight back, raise awareness of the problems and make changes locally. For example, appointment committees should remember that they are not hiring a number, but a person with a mix of abilities, of which originality is the most important. We need a code of ethics and a means to enforce it, especially with regard to publication. A public discussion on what justifies authorship would be a good start.

There are also difficulties with the assessment of manuscripts: anonymous referees who murder papers for gain should be held to account. One possible approach might be for the large granting agencies to set up an ombudsman, to whom those wronged by maladministration could appeal. It is time to help the pendulum of power swing back to favour the person who works at the bench and tries to discover things. ■

Peter A. Lawrence is a researcher in the zoology department at Cambridge University and the Medical Research Council Laboratory of Molecular Biology, Cambridge, UK. This commentary is adapted from his article in the August 7, 2007 issue of Current Biology and is available at http://www.mrc-lmb.cam.ac.uk/PAL/pdf/mism_science.

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The views expressed are those of the author and not necessarily CAUT.

Notre résolution

☞ suite de la PAGE A3

poursuites judiciaires fort coûteuses.

Le harcèlement psychologique est entouré de bon nombre de mythes. Penchons-nous sur deux d'entre eux. Le premier confine cette forme de harcèlement à la sphère de nos débats intellectuels. Bien que nous soyons appelés en tant qu'universitaires à formuler des analyses et des critiques, nous ne parlons pas ici de discours rationnel ni de divergences d'opinions professionnelles sur des théories et des arguments. Si certains harceleurs s'en prennent pratiquement à n'importe qui, nombreux sont ceux qui visent un employé ou un groupe d'employés en particulier et qui, de façon constante et systématique, les rabaissent, les critiquent sévèrement, les ridiculisent, font fi de leurs opinions ou de leur travail et cherchent à les isoler et à les exclure en répandant des rumeurs et des mensonges malveillants à leur propos. La persécution au travail peut être également pratiquée par un groupe de personnes : ce phénomène dit de « mobbing » a été analysé par Kenneth Westhues, sociologue et professeur à l'Université de Waterloo.

Le second mythe ne voit en ce problème qu'une simple question de personnalité : le « harceleur » n'est en fait qu'une personne dotée d'une grande force de caractère qui parle sans détour et veut que les choses aboutissent. La « prétendue victime » serait un individu faible, manquant d'assurance et incapable d'accepter une plaisanterie ou une critique. Le harcèlement psychologique au travail, bien au contraire, n'est pas le fait d'un conflit de personnalités, mais plutôt d'un rapport de pouvoir où le harceleur est résolu à dominer une personne en particulier et à lui faire du mal. Il ne s'agit pas d'un conflit personnel, mais d'une déficience organisationnelle.

Et comme l'explique le professeur Soares, les facteurs déclencheurs du harcèlement psychologique sont favorisés dans certains contextes organisationnels : les milieux de travail marqués par les situations conflictuelles, ceux où le travail a été intensifié et précarisé, ceux où de nouvelles formes de gestion autoritaire se sont installées ou encore ceux où la méfiance et les attitudes négatives sont répandues. Certains milieux de travail ont « une culture de harcèlement psychologique ». Il paraît que, dans certains cercles institutionnels, on embauche des « policiers », comme au hockey, pour s'acharner sur certains employés et les pousser à partir! Selon un participant à l'atelier des agents principaux de griefs de l'ACPPU, une université américaine connue encouragerait les membres de son corps professoral à recourir aux manoeuvres d'intimidation pour se frayer un chemin jusqu'au sommet de la structure hiérarchique.

D'autres facteurs structurels, cependant, contribuent également à façonner le contexte institutionnel, tels que l'idéologie généralisée de l'« excellence », les mécanismes d'affectation des budgets et de rémunération des individus (primes de marché et autres régimes du genre), le système de « vedettariat » dans le secteur de la recherche, l'évaluation purement quantitative de la charge de travail et l'incitation au rendement coûte que coûte. Ces facteurs servent tous de véhicules à des manifestations extrêmes d'individualisme et de compétitivité.

Dans quelle mesure le phénomène du harcèlement psychologique en milieu de travail est-il répandu? Une enquête syndicale menée en 2002 auprès d'employés de centaines de milieux de travail dans le New South Wales, en Australie, a révélé que 74 % des personnes interrogées avaient déclaré avoir subi un tel harcèlement. Selon le professeur Soares, le phénomène s'intensifie de façon alarmante au Canada.

Nous commençons à disposer de données à ce sujet. Une enquête récente de l'ACPPU sur le stress professionnel (Catano et al., 2007) a permis de constater qu'un nombre considérable de répondants ont signalé avoir été victimes d'au moins un acte de harcèlement psychologique au cours des douze mois précédents. Selon les indicateurs utilisés, les répondants ont déclaré, dans des proportions variant de 10 % à 45 %, avoir fait l'objet d'agression verbale (invectives, cris, commentaires négatifs ou fausses accusations), avoir reçu un traitement rude et irrespectueux, avoir essuyé des remarques dégradantes sur leur compétence et avoir vu leurs opinions rejetées.

D'autre part, deux tendances inquiétantes se dessinent lorsque les données sont désagrégées. En premier lieu, pratiquement tous les indicateurs montrent que les pires contrevenants sont des collègues, suivis par des étudiants ou des dirigeants, selon la variable considérée. D'après une étude canadienne portant sur des établissements de santé (Gilin et Catano, 2005), près de 40 % du personnel infirmier déclare faire l'objet de harcèlement psychologique, et les harceleurs, bien que présents à tous les échelons de la structure du pouvoir en question, sont principalement des collègues, plus encore que les dirigeants ou les médecins. En second lieu, un écart constant se maintient entre les sexes, les femmes étant beaucoup plus susceptibles que les hommes d'être victimes de harcèlement (dans une proportion pouvant atteindre jusqu'à 65 % plus que leurs homologues masculins).

Ces résultats s'apparentent à ceux qui se dégagent d'une enquête interne réalisée en 2004 dans une petite université canadienne où plus de la moitié des répondantes déclarent s'être senties « menacées ou intimidées au cours des quatre dernières années », où un pourcentage plus élevé de femmes que d'hommes déclarent se sentir menacées ou intimidées et où les femmes « sont plus susceptibles que les hommes de signaler qu'on leur a crié après ou qu'elles craignent pour leur sécurité ». La production d'autres données permettrait peut-être de mettre à jour d'autres groupes de victimes particuliers, comme les jeunes membres du personnel académique ou les minorités visibles.

De toute évidence, nous avons beaucoup de travail à accomplir pour lutter contre ce problème envahissant. Prochaine rubrique : Que pouvons-nous faire pour contrer le harcèlement psychologique? Restez à l'écoute! ■

CAREERS
CARRIÈRES

SECTION B

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A

■ **ABORIGINAL GOVERNANCE — University** of Winnipeg. The Aboriginal Governance Program at the University of Winnipeg is currently recruiting to fill 4 tenure-track positions: 3 tenure-track positions at the rank of Assistant or Associate Professor and 1 tenure-track position to assume the Directorship position of the Aboriginal Governance Program. The start date is negotiable but preferably no later than July 1, 2008. The ability to contribute to the teaching strengths of the Aboriginal Governance Program at both the undergraduate and graduate levels will be considered an asset. Applicants should possess specialization in one or more of the following areas: Indigenous-centered research methodologies, Indigenous philosophy, Aboriginal governance, negotiation and constitution building, Aboriginal politics, law (both from a domestic law and international law perspective), Treaty governance issues, Indigenous cultures and histories, and/or financial management. A solid background in organizational theory as it pertains to Aboriginal organizations in particular would be a definite asset. Applicants should have e completed PhD, or be near completion, or have equivalent qualifications. Teaching experience et the university fevel is essential. The successful candidate must demonstrate a strong commitment to both research, undergraduate and graduate teaching. Qualified candidates with experience in law, the public service, or Aboriginal agencies will be considered. Successful candidates will have an opportunity to further the new Masters program in Aboriginal Governance. Interact with the Masters degree in Public Administratton and related management programs, including the recently established Faculty of Business and Economics. The University of Winnipeg is an urban, primarily undergraduate university which seeks to appreciate, foster and promote values of human dignity, equality, nondiscrimination and diversity. The University of Winnipeg is committed to employment equity, welcomes diversity in tha workplace, and encourages applications from all qualifred individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Applicants should submit e covering letter, curriculum vitae, one writing sample (maximum 25 pages), and arrange to have three letters of references sent. The deadline tor applications is Thursday, January 10, 2008. Please address all communications to: Jacqueline Romanow, Acting Director, Aboriginal Governance Program, The University of Winnipeg, 515 Portage Ave, Winnipeg, Manitoba, R3B 2E9.

■ **ACCOUNTING — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Accounting. We welcome applications from candidates for appointments beginning July 1, 2008 or thereafter. Rank and field are open, but we are especially interested in candidates with teaching interests in auditing, financial reporting or tax. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest m contributing to our PhD program, the largest of its kind in Canada. Candidates for PhD, and should demonstrate the potential for high-quality research and teaching.The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by the Intelligent Community Forum) and a one hour drive from Toronto, Canadas financial and cultural capital. The School of Accountancy offers a stimulating environment for research and teaching and promotes intellectual curiosity and growth. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. The School of Accountancyes award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty conduct noteworthy research and are on the editorial boards of leading scholarly journals Our collaborative environmant encourages faculty members to help each other reach their maximum potential. For details about our faculty and programs please visit: http://accounting. uwaterloo.ca/. We encourage applications from all qualified candidates, although Canadian citizens and permanent residents receive priority. The University of Waterloo encourages applications from all qualified Individuals, including women, members of visible minorities, native peoples and persons with disabilities. To apply, please send a curriculum vitae and research sample, preferably electronically. In addrlon, three referees should send letters directly to: lola@uwaterloo ca. Alternatively, paper applications may be sent to: The Director, c/o Lori Laronde, Administrative Assistant, School of Accountancy, University of Waterloo, Waterloo, Ontano, Canada, N2L 3G1. Review of applications will start from December 2007 and will continue until the positions are filled.

■ **ANATOMY — McMaster University.** The Michael G DeGroote School of Medicina, McMaster University, Department of Pathology and Molecular Medicine Invites applications for a tenure-track appolntment at the rank of Assistant Professor. A PhD or equivalent training and a minimum of two years of postdoctoral experience are required. This advertisement is directed to outstandmg candidates who are effective educators in human gross anatomy and one or more of the following areas: embryology, histology/cell biology, and neuroanatomy The candidate will be expected to develop a research program, compete for external salary awards and participate fully in teaching at both the undergraduate and graduate levels in the Faculty of Health Sciences. Interest in developing the use of technology in teaching would be an asset. A start-up package will be provided. Salary will be commensurate with experience. McMaster University is "research Intensive" and is rated as the most innovative university in Canada The successful applicant wfl join over 140 full-ttme/jomt taculty and 100 research/administrative staff in the Department For more information, visit: www.fhs.mcmaster.ca/path/ and www.fhs mcmaster.ca. Applicants are mvited to send their curriculum vtae, an outline ot their research interests and academic goals and contact details for three referees no later than January 31, 2008 to. Dr. Fiona Smaill, Chair, Michael G. DeGroote School of MedicineDepartment ot Pathology and Molecular Medicine, Room 2N16, McMaster University Faculty of Health Sciences, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5. All qualified candidates are encouraged to apply however Canadran citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff.

■ **ARCHITECTURE — University of British Columbia.** The School of Architecture and Landscape Architecture at UBC invites applications for a tenure-track faculty position at the rank of Assistant Professor. The starting date will be July 1, 2008, or soon as possible thereafter. Applicants must have demonstrable excellence in research related to structures as a dynamic and integrative component of building technologies and design and a keen interest in developing a distinctive, innovative approach to teaching structures within the studro and academic milieu of the School. Candidates must have records demonstrating outstanding research or research potential, as well as a demonstrated commitment to quality teaching at both the undergraduate and graduate fevels. The successful candidate should be knowledgeable of environmantal controls, construction materials and methodology and relevant digital applications. At minimum, applicants must hold a professional degree in architecture or a masters in engineering or a related field. Evidence of professional practice and registration will also be expected. Salary is according to rank and experience. The School of Architecture and Landscape Architecture provides a graduate-level satting for both professional and research students in architecture, along with a new undergraduate program in environmental design, set in the context of a large, public research university. A strong and diverse faculty combined with low student-faculty ratios provides a collegial milieu set within the dynamic and compelling circumstances of the Vancouver metropolitan area. The position will involve the following. In addition to an active research program; teaching required courses in structures; participating in redesigning technical courses to provide more integration in the teaching of technology and design, and/or teaching within a studio setting in the professional MArch program and the undergraduate environmental design program. Additional teaching may include elective seminars, working with thesis students, and contributing to the post-professional MASA program. Contributions to the School and University governance will be expected. Interested applicants should submit an application package that consists of a short biography and curriculum vitae, a statement of interest including research priorities, a record of teaching effectiveness, and evidence of their own and their students work where appropnate. A list of three references with contact information should also be included. Applications should be received by February 1, 2008, with the intention that preferred candidates will be invited to visit the School for an interview during spring term. Please send application packages to: Sherry McKay, Chair, Faculty Search Committee, University of British Columbia, School of Architecture and Landscape Architecture, 402-6333 Memorial Road, Vancouver, BC V6T 1Z2. This position is subject to final budget approval. UBC hires on the basis of merit and is committed to employment equity

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Premium space (display ads only) ..... +25%
Agency commission (camera-ready display ads) ..... –15%

Tarifs de publicité (Section B)

Les tarifs sont en vigueur jusqu'au juin 2008

CARRIERES
Grandes annonces ..... 60 $/pouce-col.
Annonces classées ..... 1,10 $/mot

AUTRES
Annonces classées ..... 0,50 $/mot

FRAIS AOOITIONNELS
Supplément pour quadrichromie ..... 900 $
Impression numérique (quadrichromie) ..... 75 $
Espace-prime (les grandes annonces) ..... +25%
Ristourne d'agence (prêts à photographier) ..... –15%

Publisher's Statement

The CAUT *Bulletin* will not accapt advertisements from for-profit post-secondary institutrons or job advertisements restricting applrcations on grounds of race, nehonal origin, religron, colour, sex, ag a, mertal status, family status, ethnicity, disability, saxual pratarence, socral origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stotad above exist, it is tha responsibrlity of tha instnution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom contains fundamental statements of principle which reflect key priorities of this organization. The CAUT Bulletin thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom

As a service to CAUT members interested in positions available in other countnos, the *Bulletin* accepts advertisements for these positions The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable informatron concerning the state of academic freedom at institutions outside of Canada CAUT publishes a list of colleges and universities censured by AAUP twice a year Further information about these censuras can be obtained by writing to AAUP, 500-1012 14th St. N.W, Washington, OC 20005-3465, tel (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le *Bulletin* de l'ACPPU n'accepte nr les publrcrtés des établissements postsecondaires à but lucratif nr les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origina racrale, de religron, de couleur, de sexe, d'âge, d'état civil, de situation famrrale, athniques, d'rncapacité, d'onentation sexuelle, d'origina sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur las droits de la personne* Il incombo à l'établissement qura l'rntention da lena paraître une annonca restrictiva de fournir à la rédactrca du *Bulletin* une déclaratan énonçant cas raisons. L'énoncé des principes fondamenteux de l'ACPPU sur la liberté académique reflète les priorités clés da cette organisation. Le comité de rédaction du Bulletin da l'ACPPU se réserva donc le droit de refuser de publrer las annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou lea pratiques de cet établissement démontrent l'exrstence d'una intention da restrernara la liberté académique (ou restreignent en fait celle-ci).

La *Bulletin* accepte les offres d'emplo à l'extérieur du Canada à titre de servce pour les membras da l'ACPPU qur pourraient être rntéressés Le perception de la liberté académique et son degré de protection peuvont varier d'un pays à l'autre À l'exception des États-Unis, où l'Amencan Association of University Professors enquéta sur des prétendues violations da la liberté académique, il n'oxista aucune méthode nous permettant de vérifier la situation de la liberté académique dans las établissements postsecondarros étrangers Oeux fon par ornda, l'ACPPU publie una lista des collèges et dos unrversités tanont l'objet de censure par l'AAUP. Pour obtenir des rensergnements supplémentaires aur cas censures, prière d'écrire à l'AAUP, 500-1012 14th St. N W. Washmgton, OC 20005-3465, tél · (202) 737-5900, ou de visitor www.aaup.org.

CAUT ACPPU BULLETIN

CAREERS CARRIÈRES

All qualified persons are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

B

■ **BIOLOGICAL SCIENCES — University of Alberta.** We invite applications for a tenure-track position at the Assistant or Associate Professor level in Fisheries Ecology. We welcome individuals with strong credentials in fisheries biology/conservation, whose research focus can address fisheries challenges in Alberta and northern Canada, including the effects of resource development and other environmental perturbations. The successful candidate will be expected to build a field research program with external funding and encouraged to develop collaborations with federal and provincial agencies, other universities, and private-sector scientists, as well as with established departmental groups in freshwater and northern ecology, conservation biology, and environmental physiology. Applicants must have a PhD and demonstrated potential for excellence in teaching, research, and for working successfully with the public and/or private sector. The Department of Biological Sciences (http:// www.biology.ualberta.ca/), with 72 faculty and 275 graduate students, offers an exciting environment for collaborative research. It has ready access to lakes and rivers in boreal, mountain, and parkland regions and in Canada's northern territories. Exceptional infrastructure includes a field station near Athabasca, a biogeochemical laboratory, and aquatics, molecular biology and microscopy/imaging services. Candidates should submit, preferably electronically (positions@biology.ualberta.ca), a CV, a one-page summary of research plans, a statement of teaching interests, and reprints of their three most significant publications to: Dr. L. S. Frost, Chair, Department of Biological Sciences, CW 405 Biological Sciences Bldg, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applicants must also arrange for three letters of reference to be sent electronically to the Chair (positions@biology.ualberta.ca). Closing Date: February 7, 2008 The earliest date of employment will be July 1, 2008 The University of Alberta offers a competitive salary commensurate with experience and has an excellent benefits plan. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **BIOLOGY — Ambrose University College.** Ambrose University College invites applications for a permanent position in Biology or Chemistry, at the rank of Assistant Professor, effective August 1, 2008 The area of specialty is open, with preference to candidates in either Chemistry, Cellular/Microbial Biology, or Botany/Ecology. Successful candidates will demonstrate a strong commitment to undergraduate teaching with interests in research. Candidates should have a completed PhD or be near completion, and be committed to integrating Christian faith and academic excellence The review of candidates will remain open until the position is filled. Salary will be commensurate with qualifications and experience. Applicants should send a curriculum vitae, letter of application, statement of teaching philosophy, and arrange (upon request) to have three referees to write directly to: Dr. Bernie Potvin, Dean of Arts and Science, Ambrose University College, 630, 833 4th Ave, SW, Calgary, Alberta, Canada,T2P 3T5; Phone: (403)410-2000, ext. 5912; Fax: (403) 571-2556; Email: bpotvin@ambrose.edu.

■ **BIOLOGY — McMaster University.** McMaster University, a research-intensive institution and leading centre for biological and biomedical research, invites applications for a teaching-track appointment beginning July 1, 2008. The appointment will be for a three-year period, renewable for a further three years (subject to an academic assessment). During the second term, the appointee will be eligible to be considered for a permanent teaching appointment based on demonstrated excellence as a teacher and an educator. For detailed information on teaching track appointments see: http://www.mcmaster.ca/univsec/policy/T&P_Policy_2007.pdf Candidates must hold a PhD in Biology or a closely related field. We are seeking applications from individuals able to teach Genetics and Cell Biology at a second year university level. It is expected that the appointee will explore the introduction of new teaching methods and a variety of technologies and formats. In addition their responsibilities may include, curriculum development, the dissemination of teaching methods, student advising and the instruction of some higher level courses. Applicants should provide a curriculum vitae, a statement of their teaching interests and experience and should arrange for three letters of recommendation to be sent to: Dr. Turlough Finan, Professor and Chair, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1, Canada. Review of applications will start Feb 1st, 2008. Email and fax applications will not be accepted. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aborignal persons, members of sexual minorities, and persons with disabilities.

■ **BIOLOGY — University of Waterloo.** The Department of Biology at the University of Waterloo invites nominations and applications for the position of Chair of the Department. Candidates are expected to have a distinguished record of teaching and research as well as demonstrated ability in leadership and administration. They should also be eligible for a faculty position, normally at the level of full professor. The successful candidate will set the academic tone for the Department, be responsible for the relationship between the Department and the broader academic community, and play a leading role in the academic planning and management process within the Faculty of Science. The Department has 40 full-time members of faculty, 28 staff, 160 graduate students and post-doctoral fellows and 600 Honours undergraduate students in Biology related programs. In addition the Honours Biochemistry program, with 200 students, is shared with the Department of Chemistry and the Bioinformatics program is shared with the School of Computer Science. Undergraduate studies are available in both a Co-operative Education and Regular format. The Department is research active and attracts outstanding Canadian and international applicants to its graduate program. Collaborative research programs also exist with members of the Schools of Optometry and Pharmacy and the Canadian Water Network, a national centre of Excellence headquartered at the University of Waterloo. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population 300,000) in southwestern Ontario, about one hour west of Toronto.Applications and nominations should include a detailed resume, the names and contact information for three individuals willing to provide references, and a statement of capabilities and qualification For full consideration, applications should be received prior to January 31, 2008. Send applications or nominations to: Professor Terry McMahon, Dean, Faculty of Science, University of Waterloo, 200 University Avenue, West, Waterloo, Ontario,Canada, N2L 3G1; Phone: (519) 888-4591, Fax: (519) 746-2543, e-mail: fwebe@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **BIORESOURCE ENGINEERING — McGill University.** The Department of Bioresource Engineering (www.mcgill.ca/bioeng/) is seeking outstanding individuals for a tenure-track position at the Assistant or Associate Professor level. The intent of the position is to address a number of closely-related fields in the discipline, the overall target area being composed of the following: GIS and precision agriculture, mechatronics, agricultural robotics, machine design, automation, instrumentation and control, remote sensing, satellite imagery, and hyperspectral analysis. Candidates should have expertise in at least one or more of these fields, are expected to have an earned PhD in an appropriate, related discipline, and should have an excellent publication record for their level of experience The successful candidate will develop a strong, independent research program supported by external research funds, will collaborate with other researchers, and teach at both the undergraduate and graduate levels. Applicants must be eligible for membership in a Canadian professional engineering association. The following materials should be included in the application: curriculum vitae, a statement of teaching and research interests, the names of three referees, and copies of relevant publications. Applications should be mailed to: Dr. R. Kok, Chair, Bioresource Engineering, Macdonald Campus of McGill University, 21111 Lakeshore Blvd, Ste-Anne-de-Bellevue, QC, H9X 3V9, Canada. Deadline for applications is April 15, 2008; an actual start date of June 1, 2009 is foreseen for the position. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **BUSINESS — Wilfrid Laurier University.** The School of Business & Economics at Wilfrid Laurier University invites applications at all ranks for a Strategic Management position in the Policy and Law Area commencing July 1, 2008. Position subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml.

■ **BUSINESS — Wilfrid Laurier University.** The School of Business & Economics at Wilfrid Laurier University invites applications at all ranks for a Law position in the Policy and Law Area commencing July 1, 2008 Position subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml.

C

■ **CANADIAN STUDIES — Trent University.** Trent Universitys Frost Centre for Canadian Studies and Native Studies invites applications for a two year post doctoral fellowship in Canadian Studies, commencing Sept 2008. Candidates should have a recently completed PhD thesis (or be defending by August, 2008) and scholarly expertise in disciplinary and/or interdisciplinary research relating to the study of Canada, or comparative studies encompassing Canada. Preference will be given to candidates with research interests relating to labour studies, Canadian political economy, social theory and working class history as the candidate will be supervised by the Tier 1 Canada Research Chair in Canadian Studies, Professor Bryan Palmer Candidates will be expected to engage in academic life at the Frost Centre and will teach one upper year seminar in Canadian Studies or a related discipline. Annual compensation is $40,000. Candidates are also eligible to apply for internal research funds available from the Frost Centre. Please provide evidence of citizenship, a graduate transcript, two letters of reference and a one page description of your post doctoral project. Applications should be sent by mail or fax to: Prof Jim Struthers, Director, Frost Centre for Canadian Studies and Native Studies, Tralll College, Trent University, Peterborough, ON, K9H 7P4. Phone: 705-748-1011 Ext. 6049, Fax: 705-748-1801. Deadline for applications is March 1, 2008. Trent University is an employment equity employer and invites applications from women, Aboriginal persons, members of visible minorities, and persons with disabilities. Please visit our website (http://www.trentu.ca/frostcentre/) for more information about the Frost Centre and Trent University. All qualified candidates are encouraged to apply, however Canadian and permanent residents will be given pronty. This position is subject to budgetary approval.

■ **CHEMICAL & MATERIAL ENGINEERING — University of Alberta.** Applications are invited for multiple tenure-track faculty positions at all ranks. The successful candidates are expected to establish productive research programs in the area of Surface & Colloid Engineering with an emphasis on application to the processing and utilization of natural resources. We are specifically interested in researchers with demonstrated expertise in colloid, surface and interfacial sciences, as well as strong interests in mineral, coal and oil sands processing applications. Candidates must have the ability to conduct both independent and collaborative research, develop viable and productive research programs, and to teach both

Nanotechnology

In 2005, the University of Waterloo launched the first undergraduate nanotechnology engineering program in Canada.

We are now well on our way to becoming Canada's leading centre for nanotechnology teaching and research.

Waterloo is establishing a nanotechnology institute

Our new nanotechnology institute will co-ordinate the research activities of nearly 35 faculty members and facilitate the offering of a multidisciplinary graduate program. Three departments in two faculties are currently collaborating in this initiative: Chemical Engineering, Electrical and Computer Engineering, and Chemistry. In addition, a number of other departments have developed considerable strength in nanotechnology research, notably Mechanical and Mechatronics Engineering.

Research efforts have been aided by a major CFI infrastructure grant contributing to a total value of $50 million. The nanotechnology institute will share a new $120 million, 250,000-square-foot facility with the Institute for Quantum Computing at Waterloo.

We have received gifts which have enabled us to create three endowed chairs as well as a large endowment for graduate fellowships. There is also a Tier 1 Canada Research Chair in nanotechnology yet to be allocated.

Scientific Director
We are seeking a top-ranked researcher in any aspect of nanotechnology to provide overall scientific leadership and direction of our new institute. Applicants should have qualifications consistent with an appointment as a tenured full professor in one or more relevant departments. The scientific director will be offered an endowed chair.

Research Chairs
We invite applications from outstanding researchers in any area of nanotechnology with qualifications consistent with an appointment as a tenured full professor in any department in the Faculty of Engineering for a Tier I Canada Research Chair and two endowed chairs.

Other faculty positions in nanotechnology
There are approximately 10 nanotechnology-related faculty positions at all levels in Chemical Engineering, Electrical and Computer Engineering, and Chemistry yet to be filled. We invite applications from interested candidates at all levels.

University of Waterloo

For more information on these opportunities, please contact Dr. Adel Sedra – Dean of Engineering – sedra@uwaterloo.ca

www.engineering.uwaterloo.ca

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply, however, Canadians and permanent residents will be given priority

CAREERS CARRIÈRES

undergraduate and graduate courses in chemical and / or materials engineering. The successful candidate will be joining a vibrant, multi-disciplinary community of colloidal, surface and interfacial sciences researchers on the University of Alberta campus. Candidates must either hold a PhD in Chemical and/or Materials Engineering, or related field, or expect to receive one shortly after taking up their appointment. The recruited individuals are expected to develop collaborative efforts with other groups in the area of surface and colloid sciences, including the Oil Sands Engineering group, the Mineral Processing group, the Electronic Materials group, the Faculty of Science, and the National Institute for Nanotechnology (NINT). The existing infrastructure to support this research is outstanding, including the Alberta Centre for Surface Engineering and Science, the Nanofab and Nano Tools Facilities in the Faculty of Engineering, and the microscopy facilities at NINT. Faculty members also have the opportunity to develop strong collaborations with industrial and governmental research labs and with operating companies in the minerals, coal and oil sands industries in Alberta. The Department of Chemical & Materials Engineering at the University of Alberta is one of the premier research-intensive departments of its kind in North America. Our faculty complement is currently 42 with plans in place to grow to approximately 65. We currently have 207 graduate students and 70 other researchers working within our research programs. The research strengths within the department include: surface and interfacial science, reaction engineering and catalysis, computational fluid dynamics, high temperature fuel cells, process systems engineering, and nanomaterials and regenerative medicine. For information about our department, please consult our website at: http://www.engineering.ualberta.ca/cme. A curriculum vitae, the names of three confidential references, a statement of teaching interests and philosophy, and a statement of current research interests and plans for future research should be sent by February 29, 2008. Please quote suri08 as the competition number in your application. The position will be available in 2008. Subsequent applications will be considered until the positions are filled. Interested applicants may apply to: Email: cme.chair@ualberta.ca. Dr. J. F. Forbes, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **CHEMICAL ENGINEERING — University of Waterloo.** The Department of Chemical Engineering at the University of Waterloo invites applications from outstanding candidates for two tenure track positions at the level of Assistant, Associate, or Full Professor in all areas of chemical engineering. All applicants must demonstrate excellent research potential as well as strong undergraduate teaching interest and ability. The successful applicant will assume a normal teaching load and will be expected to teach a range of undergraduate and graduate courses in chemical engineering. He/She is also expected to contribute to the teaching and supervision of graduate students. Candidates are expected to become eligible for Professional Engineering Registration in Ontario. The Department currently has 31 full-time faculty members conducting research in the following seven theme areas: Biochemical and Biomedical Engineering; Interfacial Phenomena, Colloids and Porous media; Green Reaction Engineering; Nanotechnology; Process Control, Statistics ad Optimization; Polymer Science and Engineering; and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 130 graduate students making it one of the larger chemical engineering departments in Nortlr America. The University of Waterloo has over 23,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department of university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information for three referees should be sent to: Professor T.A. Ouever, Chair, Department of Chemical Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for several tenure-track and tenured faculty positions in all areas of civil, environmental and geological engineering, to support undergraduate teaching and interdisciplinary research focused on engineering for sustainable development. We are particularly interested in candidates with strong backgrounds in computational modelling, statistical risk evaluation and assessment of large scale systems for sustainability to complement the departments strength in traditional areas of geomechanics, structures/mechanics/construction, transportation, water resources and environment. Preference will be given to candidates in the following priority areas identified in the course of the departments planning process: (1) Civil infrastructure management, financing and public policy, with preferred expertise in areas such as life-cycle environmental impact and cost analyses, risk-based quantitative policy analyses, multi-purpose infrastructure asset valuation and alternative governance mechanisms for delivery of infrastructure services. (2) Transport, environment and sustainability, with experience in designing environmentally sustainable transport scenarios. Candidates will have an established record of research focusing on urban transportation systems from the broad and integrative perspective of sustainability in its technological, economic, environmental, social and political-institutional dimensions. (3) Regional-scale modeling and/or management, with a focus on the environment and topics or issues such as hydrology, climate change, air quality, impact of land use change and sustainable growth. Strong quantitative skills and a demonstrated record of interdisciplinary cooperative activity are necessary. Expertise in spatial analysis, regional-scale modeling and/or informatics (with a focus on applications in civil and environmental engineering) is required. Ability to teach GIS at the undergraduate level is essential. (4) Building physics, with required expertise in heat, air and mass transfer in buildings, building parts and materials, including the durability, health and energy performance of buildings. Expertise in global energy issues and life-cycle optimization for low energy consumption and pollution is an asset. The individual selected will be expected to contribute to teaching core undergraduate engineering science, and senior-level courses in building physics, and to pursue collaborative research with the School of Architecture at the University of Waterloo. Applicants should have or expect to receive a PhD in civil engineering or a closely related field and have a strong commitment to teaching and research. Successful candidates for these positions will be required to become licensed professional engineers in the Province of Ontario irrespective of their educational background. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Applicants are requested to provide a statement explaining how their research interests relate to the four targeted areas. Mail to Professor Leo Rothenburg, Chair, Department of Civil end Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until positions are filled.

■ **CIVIL & ENVIRONMENTAL ENGINEERING (HYDRAULICS) — University of Waterloo.** The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Environmental Hydraulics at the Assistant or Associate Professor rank. The candidate should be advancing theoretical, laboratory and field research in areas including, but not limited to, river hydraulics, sediment transport, physical modelling, eco-hydraulics, groundwater surface water interaction, and/or design of hydraulic structures. Experience in model development, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field and be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have proven ability, or potential for excellence, in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering including fluid mechanics, hydraulics and sediment transport. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. However, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum

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University of Victoria | Faculty of Social Sciences and Centre for Asia-Pacific Initiatives

CAPI JAPAN CHAIR

The **Faculty of Social Sciences** and the **Centre for Asia Pacific Initiatives** invite applications for the CAPI Japan Chair. The Chair will be a tenure track academic appointment in one of the departments within the Faculty of Social Sciences (see http://socialsciences.uvic.ca). The Chair will also be a member of, and play a key role in, the Centre for Asia Pacific Initiatives (see http://www.capi.uvic.ca). The appointment, effective July 1st, 2008 will be made at the rank of Associate Professor.

Japan scholars with an established reputation in their area of expertise, an established publication record, teaching experience, Japanese language fluency, and a network of personal and institutional contacts in Japanese studies are encouraged to apply. The CAPI Japan Chair complements CAPI's two other chairs in Asia-Pacific Relations, namely China and Southeast Asian Law.

The CAPI Chair will ordinarily provide 50% releases time from regular teaching and administrative responsibilities. CAPI Chairs are expected to develop and administer a CAPI program involving research, advisory and conference initiatives that attracts third-party funding and connects with other universities and research institutes in Japan and elsewhere in the Asia-Pacific region.

The person appointed will be expected to contribute to an already excellent working relationship between CAPI and the Faculty of Social Sciences while contributing in a substantial manner to his/her disciplinary home department, and to have a demonstrated active Asia-Pacific outreach program with a proven capacity for attracting external funding support. The successful candidate will teach courses about Japan in the department that shares the appointment and be expected to participate actively in graduate student supervision.

Applicants should send their full academic resumé, and samples of their work, details of their present research agenda, preferred teaching subjects and names and coordinates (including e-mail addresses) of three references, to the **Director, Centre for Asia-Pacific Initiatives, Rm 131, Fraser (Law) Building, P.O. Box 1700, STN. CSC, Victoria, BC, Canada, V8W 2Y2** or e-mail to capi@uvic.ca. Applications should be received by February 29th, 2008.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the future diversification of the University.

All qualified candidates and especially women are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given priority.

Western

Vice-Provost (Graduate Studies)

Applications and nominations are invited for the newly-created position of Vice-Provost (Graduate Studies) at The University of Western Ontario. The appointment, to be effective July 1, 2008, is for a period of five years, renewable.

One of Canada's leading research universities, Western is engaged in a significant expansion of graduate programs and enrolments. The evolving structure of graduate education at Western, moving toward a newly-configured School of Graduate Studies, will specifically focus on providing the highest quality academic experience with opportunities for personal and professional development to a highly-engaged graduate student population. The University also anticipates that the new School will become the academic and administrative home for postdoctoral fellows. Further information may be found at **www.uwo.ca/pvp/vpacademic/gsreview.html**

Reporting to the Provost, the Vice-Provost (Graduate Studies) provides leadership for the overall academic direction of graduate education at Western. The Vice-Provost will: lead a team responsible for central academic and administrative support to graduate students and programs; serve as administrative head of the School of Graduate Studies and Chair of its Council; communicate with graduate programs about policy, procedural, funding, and other decisions taken by the Council; represent the University in all direct contacts with the Ontario Council on Graduate Studies (OCGS) and related agencies, including oversight of the review of graduate programs, submission of new programs for OCGS approval, and participation in OCGS activities that pertain to the overall framework for graduate programs in Ontario universities; represent Graduate Studies at Western and at the provincial and national levels, by advocating before government and engaging with granting bodies and organizations focused on graduate education and students; encourage and advocate on behalf of interdisciplinary graduate programs; and lead in the development of international initiatives involving graduate study and graduate research.

The successful candidate will have: an established reputation as a researcher and teacher, coupled with significant administrative experience; familiarity with, and aptitude for dealing with, graduate student issues; openness and sensitivity to the personal dimensions of the graduate student experience; the ability to combine long-term institutional vision with attention to detail; an appreciation for the value of multidisciplinary study and diverse academic cultures; excellent communication skills; and strong commitments to gender equity and social diversity, to providing support for faculty members involved in graduate student supervision, and to facilitating the work of individual graduate programs.

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal persons, and persons with disabilities.

The Selection Committee will begin its consideration of candidates in February 2008. To ensure consideration, nominations, applications, and expressions of interest should be received by Friday, February 1, 2008. Applications should include a curriculum vitae, and contact information for at least three referees. All correspondence should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200,
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
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CAREERS CARRIÈRES

vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (http://www.civil.uwaterloo.ca/). Applications will be considered at any time until the position is filled.

■ **CIVIL & ENVIRONMENTAL ENGINEERING (MECHANICS) — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for a tenure-track faculty position in the area of engineering mechanics. Candidates should have a strong background and research record in areas such as advanced materials modeling and computational mechanics. Applicants must have potential or proven ability to develop an internationally recognized research program and a strong commitment to teaching at the undergraduate level in the area of solid mechanics and materials. Eligibility for Professional Engineering registration in Ontario is required. We anticipate filling the position at the Assistant or Associate Professor level; however, qualified candidates at all levels will be considered with hiring rank and tenure status commensurate with academic accomplishments. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and Fax numbers of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CLASSICS — University of Winnipeg.** The Department of Classics at The University of Winnipeg invites applications for a 12-month sessional in Classics at the rank of Assistant Professor. The appointment is effective July 1, 2008 or August 1, 2008 and is subject to budgetary approval. Salary is commensurate with qualifications and experience. Duties will include teaching undergraduate courses in Classical Civilization and second and third-year Greek. Qualifications include a completed or nearly completed PhD and a demonstrated potential for excellence in teaching, research and scholarship. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Interested applicants should send their curriculum vitae, along with three letters of reference to: Dr. Jane Cahill/chair, Department of ClassicsUniversity of Winnipeg515 Portage AvenueWinnipeg, MB, R3B 2E9;E-Mail: j.cahill@uwinnipeg.ca;Fax: (204) 774-4134. Closing date for receipt of applications: January 31, 2008.

■ **CLASSICS STUDIES — University of Waterloo.** The department of Classical Studies at the University of Waterloo is a vibrant, innovative academic unit showcasing a new MA program in Ancient Mediterranean Cultures. This program will have a cross-disciplinary focus emphasizing the cultural interchange in the Mediterranean basin from tha Bronze Age to the early Middle Ages. We are inviting applications for an incremental position, with a preferred starting date of July 2008. Area of expertise and rank of appointment are open; salary will be commensurate with qualifications and experience. The successful applicant should have obtained the PhD when taking up the appointment, and demonstrate a commitment to excellence in both research and teaching, at the undergraduate as well as graduate levels. The successful candidate will be instrumental in supporting and guiding the new graduate program as it grows within the context of a University at the global forefront of academic research and teaching at all levels and in all faculties. Applications should include a full curriculum vitae, a plan of research, and samples of publications. These materials and three confidential letters of reference are to be sent to: Dr. R. Faber, Chair, Department of Classical Studies, University of Waterloo, Waterloo, ON, N2L 3G1. Phone: 519-888-4567 x32817; E-mail: rfaber@uwaterloo.ca . Consideration of applications will begin on January 2, 2008. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **COMPUTER SCIENCE — University of Waterloo.** Applications are invited for one or more David R. Cheriton Chairs in Software Systems. These are senior positions and include substantial research support and teaching reduction. Candidates with outstanding research records in software systems (very broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2008 calendar year. The Chairs are tenured positions. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research In Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca or by post to: Chair, Advisory Committee on Appointments, David R. Cheriton School of Computer Science 200 University Avenue West, University of Waterloo, Waterloo, Ontario,Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **CRIMINOLOGY — Wilfrid Laurier University.** Wilfrid Laurier University, Brantford Campus invites applications for a tenure track appointment at the rank of Associate or Assistant professor beginning July 2008. This position is subject to final approval. Candidates should have a doctorate (or be near completion) in the social sciences or humanities. Evidence of quality teaching and research is required. Areas of specialization are open; however, the successful candidate should ba able/willing to teach theory. Applicants should send 2 copies of their letters of interest, which include teaching and research statements, evidence of teaching excellence, such as evaluations and/or a dossier, one recent sample publication, a curriculum vitae, and names/contact information for three academic references. Applications must be delivered by Tuesday, January 25th, 2008 (this deadline has been extended) to Dr. Lauren Eisler, Program Administrator, Criminology, Laurier Brantford at the address noted below. No email applications will be accepted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidenca, to the Acting Dean of the Brantford Campus, Dr. Bruca Arat. We thank all respondents in advance for their interest in Wilfrid Laurier University. Only those selected for an interview will be contacted. For more information please contact: Dr. Lauren Eisler, 73 George Street, Brantford, ON, N3T 2Z6; (519) 756-8228 x 5746; e-mail: leisler@wlu.ca.

■ **CURRICULUM, TEACHING & LEARNING — University of Manitoba.** The Department of Curriculum, Teaching and Learning invites applications for one full-time tenure track position at the Assistant Professor level in the area of literacy education at the middle and secondary school levels (Grades 5-12), effective July 1, 2008. The successful candidate will have completed a doctorate in literacy education. Consideration will be given to doctoral candidates who are near completion of their dissertation. The candidate must have successful related teaching experience at the school and professional education levels, as well as demonstrated potential for research and publication. The candidate will be expected to teach literacy education courses to students preparing to teach at the secondary and middle school levels. Preference will be given to applicants with a background and interest in literacy coaching, Aboriginal literacy education, and/or literacy across the curriculum. Responsibilities will include a combination of: 1) teaching undergraduate, diploma, and graduate courses; 2) advising graduate students, 3) conducting and publishing research, 4) working collaboratively as a member of a program team; 5) supervising practica; and 6) participating in the Faculty's service activities, including involvement within the university and larger community (e.g., school systems, provincial department of education, and professional language arts education organizations). The University of Manitoba is the largest university in the province and is among the top research institutions in Canada. The Faculty of Education, with its comprehensive programming, broad expertise and dynamic professoriate, is an integral part of the education community and the University. Further information concerning the Department, the University, or Winnipeg can be obtained by visiting the following websites: www.umanitoba.ca and www.city.winnipeg.mb.ca/city. Information regarding programs may be obtained by visiting the following websites: Bachelor of Education and Master of Education Programs: http://www.umanitoba.ca/education/current/index.shtml; and Post-Baccalaureate Diploma in Education: http://www.umanitoba.ca/education/current/ppdeinfo.shtml. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Letters of application, complete with curriculum vitae, official transcripts, and the names of three referees should be forwarded to: Dr. Francine Morin, Head, Department of Curriculum, Teaching and Learning, Room 261 Education, University of Manitoba, Winnipeg, MB R3T 2N2. Fax: 204-474-7550, e-mail: fmorin@cc.umanitoba.ca. The closing date for applications is Friday, February 29, 2008. The short-listed candidates will be asked to provide a professional dossier. Please refer to Position # 06914. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba)

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■ **EDUCATIN (TECHNNOLOGY) — Brandon University.** Faculty of Education probationary tenure-track position, subject to budget. Applicants must be specialized in information technology literacy in the classroom, with academic background and teaching experience in mathematics and/or science. A doctorate is preferred, but candidates with a relevant masters degree may be considered. Applicants must meet the Manitoba teaching certification requirements. Deadline February 1, 2008. Short-listed candidates will be expected to provide copies of credentials at time of interview. We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. In accordance with Canadian immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. For application information: www.brandonu.ca

■ **EDUCATION (ADMINISTRATION) — Brandon University.** Faculty of Education

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Tenure-Track Position
in Applied Dynamical Systems
Mathematics and Statistics

MEMORIAL UNIVERSITY

The Department of Mathematics and Statistics at Memorial University of Newfoundland is undergoing a process of faculty renewal and is making a number of tenure-track appointments. The Department invites applications for a tenure-track Assistant Professor position in Applied Dynamical Systems.

Applicants must have an earned doctorate and an excellent publication record in Applied Dynamical Systems. Candidates should have some teaching experience and the skills required to become an excellent teacher. Duties for the position include graduate teaching and supervision; undergraduate teaching and the development of a vigorous research program.

The *closing date* for applications will be February 15, 2008. Candidates should submit a Curriculum Vitae, a description of research and teaching interests; and the names and addresses (include e-mail) of at least three referees. Applications should be sent to:

Head of Department, VPA-MAST-2007-006, Department of Mathematics & Statistics, Memorial University of Newfoundland, St. John's, NL, A1C 5S7 Canada, E-mail: mathstat@math.mun.ca, Internet: www.math.mun.ca

You MUST use the code VPA-MAST-2007-006 on all correspondence.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

Department of Computer Science
University of Toronto

Assistant Professor
in Computer Science

The Department of Computer Science, University of Toronto, invites applications for a **tenure stream appointment at the rank of Assistant Professor**, to begin July 1, 2008.

We are especially interested in candidates with **RESEARCH EXPERTISE IN THEORETICAL COMPUTER SCIENCE, COMPUTER GRAPHICS, AND HUMAN-COMPUTER INTERACTION**, but we may also consider exceptional applications from candidates in other areas of computer science. Appointments at more senior ranks may be considered in exceptional cases. The University of Toronto is an international leader in computer science research and education, and the department enjoys strong interdisciplinary ties to other units within the University.

Candidates should have (or be about to receive) a Ph.D. in computer science or a related field. They must demonstrate an ability to pursue innovative research at the highest level, and a strong commitment to teaching.

Salaries are competitive with our North American peers and will be determined according to the successful applicant's experience and qualifications. Toronto is a vibrant and cosmopolitan city, one of the most desirable in the world in which to work and live. It is also a major centre for advanced computer technologies; the department has strong interaction with the computer industry.

To apply for this position, please visit **http://recruit.cs.toronto.edu/** and follow the instructions.

The review of applications will commence on December 15, 2007. To ensure full consideration applications should be received by **January 31, 2008.**

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Faculty Positions, Centre for Prions and Protein Folding Diseases

The University of Alberta invites applications at the level of Assistant, Associate or Full Professor for researchers with a special interest in Chronic Wasting Disease (CWD).

The University of Alberta http://www.uofaweb.ualberta.ca/Facts/ is one of Canada's premier teaching and research-intensive universities serving some 36,000 students, with over 11,000 faculty and staff.

Candidates must demonstrate the ability to develop a dynamic research program on CWD including one or more of the following facets of disease, dissemination, cross-species transmission, environmental contamination, biochemical correlates of infectivity, molecular genetics, transgenic models, diagnostics, or control strategies. The successful PhD and/or MD candidates will have outstanding international credentials and a strong publication record on one or more of the facets of disease pathogenesis listed above.

Candidates will occupy laboratory space within the Centre for Prions and Protein Folding Diseases and will hold appropriate faculty positions in the Department of Agricultural, Food and Nutritional Science (AFNS) within the Faculty of Agriculture, Forestry and Home Economics (AFHE). The centre is a tri-partite initiative within the University of Alberta involving the Faculties of Agriculture, Forestry and Home Economics, Medicine and Dentistry, and Science. This newly created research centre will house several principal investigators and provide exceptional infrastructure, including molecular biology and microscopy/imaging services, and dedicated wet-lab and containment lab areas for their research activities. Besides interactions with intramural faculty and University of Alberta faculty members in the areas of biophysics, biochemistry, cell biology and computational science, many possibilities exist for collaborations with scientists within the Centre for Neurosciences, the National Institute for Nanotechnology, and the Network Centres of Excellence (NCE: "PrioNet"). Funding potential for prion research in Canada is amongst the best in the world with Federal (NCE) and provincial (Alberta Prion Research Institute, "APRI") initiatives yielding an annual budget of $10m for the next five years. Alberta-based researchers are also well positioned for both national and provincial biomedical research funding.

The University of Alberta offers a competitive salary commensurate with experience, and an excellent benefits plan.

Applications, including a curriculum vitae, names of three references and a two-page vision statement for this position, may be sent to:

Dr John Kennelly, Dean
Faculty of Agriculture, Forestry and Home Economics
Room 214 Agriculture/Forestry Centre
University of Alberta
Edmonton, AB, Canada T6G 2P5

Deadline: Applications will be accepted until the position is filled. Starting date is negotiable.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

probationary tenure-track position, subject to budget. The ideal candidate will have successful classroom teaching experience, school administrative experience, and university teaching experience. Experience in teaching Aboriginal students and working in Aboriginal communities, and in other specializations would be major assets. Applicants must meet the Manitoba teaching certification requirements. A doctorate is preferred, but candidates who hold a masters degree may be considered. Deadline February 1, 2008. Short-listed candidates will be expected to provide copies of credentials at time of interview. We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. In accordance with Canadian immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. For application information, www.brandonu.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanotechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, signal/image processing, control/mechatronics, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://ece.uwaterloo.ca/. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the Best Overall university by reputation in Canada for the past 13 years. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** Applications are invited for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or Full Professor in the general area of information security and assurance with special interests in the security of software, systems, networks or closely related areas. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 74 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 400 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent

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University of Victoria

Dean, Faculty of Engineering

The University of Victoria has a superb reputation. Since 2000, through expansion and renewal, the University has recruited more than 400 new faculty members, and research funding has nearly tripled. Graduates express an exceptionally high level of satisfaction with the quality of their programs. Contributing to the momentum are the recent acquisition of the Vancouver Island Technology Park and the $300M NEPTUNE and VENUS projects.

International and interdisciplinary in perspective, this research-intensive, increasingly diverse university integrates outstanding scholarship, inspired teaching and real-life involvement. Located on Canada's magnificent West Coast, UVic enrols 19,000 students (including 2,500 graduate students) and has 4,000 employees (including 800 faculty). For more information, see **www.uvic.ca**.

The Faculty of Engineering enrols 1,400 undergraduate students and offers bachelor's programs in Computer, Electrical, Mechanical and Software Engineering. As well, it offers major and honours programs in Computer Science. All engineering students and many computer science students benefit from the practical experience of co-op programs. Exceptional faculty, outstanding research programs and new, state-of-the-art facilities offer an ideal context for 300 students in master's and doctoral programs. For the Faculty of Engineering, see www.engr.uvic.ca.

The Dean is the chief executive officer of the Faculty of Engineering and is responsible to the Vice-President Academic and Provost for the overall management of the Faculty. He or she is expected to provide strategic leadership in capitalizing on the recent growth of the Faculty to build further its excellence in education and research, in recruiting and retaining talented students, and in generating the resources essential to the Faculty's mission.

The ideal candidate will have a PhD and a substantial record of success in teaching, research and administration, and will be, or be willing to become, a registered professional engineer. He or she will have demonstrated a commitment to diversity, equity and inclusion, and the capacity to be innovative and enterprising, and will bring to the role the proven organizational and interpersonal abilities required for leadership within a complex, collegial and vibrant academic environment.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

Candidate consideration will begin in December 2007 and continue until an appointment is made. The new Dean of the Faculty of Engineering will take office July 1, 2008. Applications and nominations should be submitted in confidence to the address below.

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200,
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
engrdeanuvic@jwasearch.com

Janet Wright & Associates Inc.

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www.jwasearch.com

JWA

University *of* Prince Edward Island
550 University Avenue
Charlottetown, PE C1A 4P3 • upei.ca

The University of Prince Edward Island invites applications for the following position:

Emerging Technologies & Metadata Librarian

UPEI is enteiing a new era of change. We want creative thinkers and doers who can take us to the leading edge and keep us there. As head of a new unit (Metadata and Systems Development) you will create innovative services and resources, including the Virtual Research Environment and the digital transformation of the Library's unique collections of Island material. Your knowledge of classification and metadata concepts, as well as disruptive and emerging technologies, is key.

The Ideal candidate will have a degree from an ALA-accredited institution or equivalent accreditation in library and information science with a minimum of 3-5 years experience in technology-rich aspects of an academic setting.

This is a permanent continuing appointment with academic status. Appointment is expected to be at the Rank of Librarian II or III, depending on qualifications and experience. The appointment is effective July 1, 2008, or earlier. **Applications will be accepted until February 29**. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. UPEI is committed to the principle of equity in employment. Inquiries and applications should be directed to:

Mark Leggott, University Librarian
550 University Avenue, Charlottetown, PEI C1A 4P3
mleggott@upei.ca • (902) 566-0460 • Fax: (902)-628-4305
upei.ca/library

UBC *Irving K. Barber School of Arts and Sciences*
THE UNIVERSITY OF BRITISH COLUMBIA | OKANAGAN

BC Regional Innovation Chair in Reservoir Ecosystem Management

The Irving K. Barber School of Arts and Sciences is the largest Faculty at **UBC Okanagan** with over 33 discipline-based or interdisciplinary graduate and undergraduate degrees in the sciences, social sciences and humanities. The University of British Columbia (UBC) is ranked among the world's 40 best universities and its newest campus is located in the heart of the Okanagan Valley. The region is home to beautiful freshwater lakes surrounded by vineyards, mountains and world-class ski hills.

We seek an outstanding scholar who, in consultation with First Nations and other community stakeholders, will lead in the development and integration of interdisciplinary, innovative, science-based approaches to best-management of reservoirs. Applications from those having demonstrated expertise in applied aquatic ecosystem ecology, bio-geomorphology of littoral zones in reservoirs or impacts of reservoir management on lacustrine and fluvial systems are particularly encouraged.

The successful candidate will have a PhD with a strong research record, exceptional communication skills, demonstrated excellence in teaching at both the undergraduate and graduate levels, and a background of working effectively with stakeholders on applied problems. The position is contingent on funding. It is expected that the appointment will be made at the associate professor level, but a more senior appointment may be considered depending on experience. The position will be affiliated with one or more of the programs within the Irving K. Barber School of Arts and Sciences. The BC Regional Innovation Chair in Reservoir Ecosystem Management will be expected to contribute to one or more sustainability initiatives at UBC, including the Okanagan Sustainability Institute.

For more information about the position and application details please visit our website **http://web.ubc.ca/okanagan/ikbarberschool/employment.html**.

The University of British Columbia Okanagan hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

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residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING & QUANTUM COMPUTING — University of Waterloo.** The Department of Electrical and Computer Engineering (E&CE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a P.Eng. with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The E&CE Department, http://www.ece.uwaterloo.ca, is part of the Faculty of Engineering (www.engr.uwaterloo.ca) and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computation. Information about IQC activities can be found at www.iqc.ca or by contacting Prof Raymond Laflamme (laflamme@iqc.ca). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applications will be accepted until the position is filled.

■ **ELECTRICAL & COMPUTER ENGINEERING (CHAIR) — University of Waterloo.** Nominations and applications are invited for the position of Chair of the Department of Electrical and Computer Engineering at the University of Waterloo. The successful candidate will play a crucial role in leading the department through a period of unprecedented growth, establishing the academic tone for the university's largest department and playing a major part in shaping the direction of the Faculty of Engineering. A fast growing department, Electrical and Computer Engineering currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The department offers an excellent environment for teaching and research, including 34,000 square feet of new classroom, laboratory and office space in two recently completed buildings. To accommodate recent and anticipated growth in the Faculty of Engineering, several additional new buildings are planned. Electrical and Computer Engineering's renowned co-op undergraduate programs have an enrolment of 1,500 of the top students in Canada and its graduates are consistently highly sought-after by industry. ECE also shares leadership and teaching in the software engineering, mechatronics engineering and nanotechnology engineering undergraduate programs, all of which attract outstanding students. Recent expansion of the graduate program, which draws both Canadian and international students, has led to an enrolment of 450 masters and PhD students. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population 320,000) in southwestern Ontario, about one hour west of Toronto. Researchers benefit from close connections with the many high-tech companies in Waterloo Region and from the University of Waterloos unconventional intellectual property policy, which vests the rights with the inventor. Candidates are expected to have a distinguished record of teaching, research and university service. Applicetions and nominations should include a detailed resume, references and a statement of capabilities and qualifications. For full consideration, applications and nominations should be received prior to January 18, 2008. Send applications and nominations to: Dr. Adel S. Sedra, Dean, Faculty of Engineering, University of Waterloo, 200 University Avenue, West, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **ENGINEERING — University of Guelph.** The School of Engineering at the University of Guelph, Ontario, Canada invites applications for a tenure-track position at the Assistant or Associate Professor level with a research focus that compliments a newly established research program in groundwater contamination in fractured geologic media. The successful applicant will participate in research supported by an Industrial Research Chair established for the study of subsurface contaminants transport, fate and remediation. The successful applicant will be expected to develop his/her own independent research program separate from the existing programs with externally-derived funding. Full participation in undergraduate and graduate teaching within the core of the engineering program is expected. Registration as a Professional Engineer in the Province of Ontario, or the ability to obtain registration is a requirement of the position. The University of Guelph has well-established and accredited undergraduate and graduate degree programs in Water Resources Engineering, Environmental Engineering, Biological Engineering and Engineering Systems and Computing. The School is currently undergoing major growth in faculty and degree programs. The School of Engineering comprises over 30 faculty, 650 undergraduate and 120 graduate students, with water and the environment as one of its major thrusts. The water and environmental themes run throughout the University as evidenced by the newly founded Guelph Institute for the Environment. The successful applicant will have a broad engineering background and demonstrated research accomplishments in one or more of the following areas: 1) Geomechanics/geotechnical/geologic engineering of rock and/or soil relevant to behaviour of fluid(s; 2) Field, laboratory or numerical modeling regarding transport, reactions and fate of contaminants in the subsurface; 3) Environmental hydrochemistry or biochemistry relevant to subsurface contaminant fate or engineered in-situ remediation solutions; 4) Multi-phase fluid flow, fluid mechanics in geologic media systems with an emphasis on environmental engineering. Further information may be found at the following sites. www.uoguelph.ca, www.soe.uoguelph.ca; www.nserc.gc.ca/partners/chairs_e.asp Application Deadline: February 1, 2008 or until a successful candidate is found. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested applicants should send a CV, statement of research and teaching interests and the names and contact points of five references to the address below. Referees will only be contacted with permission of the applicant. Dr. J.E. Gruziewski, P.Eng., Director, School of Engineering, University of Guelph, Guelph, Ontario, Canada, N1G 2W1; E-mail: jgruzies@uoguelph.ca; Fax: 519-836-0227.

■ **ENGLISH — Wilfrid Laurier University.** The Department of English and Film Studies invites applications for a one-year limited-term appointment at the rank of Assistant Professor, commencing July 1, 2008 (subject to budgetary approval). The Department is interested in candidates with expertise in Early Modern Literature, including Shakespeare. Assigned teaching duties will be five one-term undergraduate courses. Department information can be found at: http://www.wlu.ca/arts/english. PhD, publications, and teaching experience preferred. Applicants are asked to send a letter of application, curriculum vitae, a writing sample (25 pages max.), a teaching dossier including course outlines and statistical summaries of course evaluations, and the names and contact information, including e-mail addresses, for three professional referees to: Dr. Eleaner Ty, Chair, Department of English and Film Studies, Wilfrid Launer University, 75 University Ave W, Waterloo, ON, N2L 3C5, E-mail: ety@wlu.ca . The deadline for receipt of materials is February 1, 2008. Wilfrid Laufer University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual onentations, persons with disabilities, Abonginal persons, and persons of a visible minonty. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

■ **ENGUSH — Saint Mary's University.** The Department of English at Saint Mary's University invites applications for a tenure-track position in English at the entry-level rank of Assistant Professor starting 1 July 2008. Applicants should have a PhD or be near completion. The Department is seeking a candidate with a commitment to undergraduate teaching and particular expertise in Late Medieval Literature, including Chaucer, with possible secondary interest in such areas as History of the English Language, Fantasy and/or Science Fiction, Cultural Studies, Film Studies and New Media. The mission of Saint Marys University is to offer undergraduate, graduata, and continuing education programs to both full time and part time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its

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Department of Computer Science
University of Toronto

Assistant Professor in Computer Science

The Department of Computer Science, University of Toronto, invites applications for a tenure stream appointment at the rank of Assistant Professor, to begin July 1, 2008.

We are interested in candidates with **RESEARCH EXPERTISE IN DATABASE SYSTEMS.** The University of Toronto is an international leader in computer science research and education, and the department enjoys strong interdisciplinary ties to other units within the University.

Candidates should have (or be about to receive) a Ph.D. in computer science or a related field. They must demonstrate an ability to pursue innovative research at the highest level, and a strong commitment to teaching.

Salaries are competitive with our North American peers and will be determined according to the successful applicant's experience and qualifications. Toronto is a vibrant and cosmopolitan city, one of the most desirable in the world in which to work and live. It is also a major centre for advanced computer technologies; the department has strong interaction with the computer industry.

To apply for this position, please visit **http://recruit.cs.toronto.edu/.**

The review of applications will commence on December 15, 2007. To ensure full consideration applications should be received by **January 31, 2008.**

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

BUILDING THE FUTURE—
Researchers with *Vision*

UPEI is seeking Canada Research Chair (Tier 2) in Aquatic Health Sciences

Bold, dynamic, and engaged in world-recognized aquatic health research, researchers in aquatic health sciences at UPEI and its Atlantic Veterinary College (AVC) are studying aquatic ecosystems from the dual and interconnected perspectives of improved aquaculture systems and maintenance of environmental integrity. A strong team of UPEI Faculty of Science researchers is concerned with anthropogenic effects on a broad range of aquatic ecosystems, while the AVC is highly recognized for its fish health and aquaculture focus. Collaborations such as the AVC Lobster Science Centre, the Centre for Aquatic Health Sciences, the Centre for Marine and Aquatic Resources, and the Shellfish Research Group characterize our capacity and breadth of expertise.

To learn more, **visit www.upei.ca/research** or contact **Dr. Tim Ogilvie,** Dean of AVC at **ogilvie@upei.ca** or **(902) 566-0825.**

Applications, consisting of a cover letter, a CV, and a list of three referees, will be considered starting February 1, 2008. Forward applications to:

Katherine Schultz, Vice-President, Research Development,
University of Prince Edward Island, 550 University Avenue,
Charlottetown, PE Canada C1A 4P3
Phone (902) 566-0637 Fax (902) 566-0756 E-mail research@upei.ca.
For more information on the Canada Research Chairs program, visit **www.chairs.gc.ca.**

University *of* Prince Edward Island

UNIVERSITY OF SASKATCHEWAN
COLLEGE OF KINESIOLOGY

http://kinesiology.usask.ca/academics/

Faculty Position in Physical Activity, Exercise & Health

MOTOR LEARNING CONTROL / ASSISTANT PROFESSOR

Applications are invited for a tenure-track appointment commencing July 1, 2008. The College of Kinesiology offers a four-year Bachelor of Science degree in Kinesiology (B.Sc. Kin. and B.Sc. Kin. - Hon.) as well as graduate programs at the M.Sc. and Ph.D. levels. Current enrolment consists of approximately 500 undergraduate students and 50 graduate students. The College is committed to the scholarship of discovering, preserving, teaching, and applying knowledge as it pertains to human movament, active living and healthy lifestylas. This is enhanced by a new state-of-tha-art $33 million Kinesiology building, which provides an environment for faculty that is conducive to the davelopment of high-quality research programs and delivery of excellent graduate and undergraduate student instruction. The University of Saskatchewan is unique in Canada in that the University houses all of the health science colleges, providing opportunities for collaborative endeavors.

The central focus of research by faculty in the College is that of physical activity and haelth with particular amphasis in (1) community-based research and behaviour change and (2) physical growth and development across the lifespan; and (3) the relationship between physical activity and skelatel health. Tha Collega has a history of interdisciplinery research as evidenced by inter-college, intar-university and interntional collaboration and multidisciplinary tri-council funding success.

QUALIFICATIONS:
- Candidatas must have a Ph.D. on or before the appointment date;
- Expertise in motor learning, motor davelopment or motor control in typical populations throughout the lifespan and/or populations with movement disorders;
- Proven research abilities;
- Demonstrated commitmant to the teacher-scholar model;
- Publicetions in peer reviewed journals, and/or presentation of research findings at scientific confarences; and
- Post-doctoral training considerad an asset.

Preferenca will be given to candidates who are capable of meeting the Collega's undargraduate and graduate teaching needs in motor learning/control and whose research expertise in motor learning/control aligns with tha College's areas of emphasis (as outlined above) and/or with one or more of the core haalth rasearch groups on campus. Please see **http://www.madicina.usask.ca/rasaarch/health-rasaarch-groups,** for furthar information on the University of Saskatchewan's Health Resaarch Groups.

DUTIES: Duties includa tha development of a strong, axternally funded research program in motor learning/control applied to human movement. The ability to work with an interdisciplinary team on research involving tha intarplay of biomadical and psychosocial factors as thay relata to human movement, physical activity, physical fitness and heelth is a dafinite asset. In addition, the successful candidata will be expacted to supervise graduata studants and to be compatant in taaching at both the undargraduate and graduata level.

SALARY AND RANK: This position is advertisad at the Assistant Professor level. Salery will ba commensurate with quelifications (rang e $71,492 to $86,066 per annum).

APPLICATION PROCEDURES: Interested applicants should submit a letter of applicetion outlining their research and scholarship interests, and a teaching dossier. These meterials, along with curriculum vitae and the names (addresses phone/fax and e-mail addresses) of three acedemic referees, should be sent to:

Dr. Carol D. Rodgers, Dean College of Kinesiology
87 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 5B2
Phone (306) 966-1061, Fex (306) 966-6464, e-meil: carol.rodgers@usask.ca

CLOSING DATE FOR RECEIPT OF APPLICATIONS IS: January 31, 2008

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permenent residents will be given priority. Web address: **http://kineeiology.usask.ca/academics/**

CAREERS CARRIÈRES

mission, Saint Marys is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as the intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three referees to: Dr. Michael J. Larsen, Chairperson, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 Electronic applications may be submitted to Ms. Gwen Hardiman, gwen.hardiman@smu.ca. The closing date for applications is February 15, 2008 Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Marys University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Marys University Collective Agreement.

■ **ENGLISH — Saint Mary's University.** The Department of English at Saint Mary's University invites applications for a tenure-track position in English at the entry-level rank of Assistant Professor starting 1 July 2008. Applicants should have a PhD or be near completion. The Department is seeking a candidate with a commitment to undergraduate teaching and particular expertise in Literature of the Black Diaspora: African-American, African-Canadien, or Caribbean Literature, with possible secondary interest in such areas as Cultural Studies, Migration and immigration, Film Studies and New Media. The mission of Saint Marys University is to offer undergraduate, graduate, and continuing education programs to both full time and part time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Marys is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as the intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three referees to: Dr. Michael J. Larsen, Chairperson, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications may be submitted to Ms. Gwen Hardiman: gwen.hardiman@smu.ca. The closing date for applications is February 15, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Marys University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Marys University Collective Agreement.

■ **ENGLISH — Grant MacEwan College.** As part of the continued growth of the Bachelor of Arts program, the Faculty of Arts and Science at Grant MacEwan College invites applications for a continuing position in English commencing July 1, 2008. The candidate must have a PhD or evidence of imminent completion), and must demonstrate excellence or clear promise of excellence in teaching and research. The candidate must be a specialist in literary theory and demonstrate and interest in teaching literary theory in relation to literature. Expertise in comparative literature or drame would be an asset. Applicants should submit a curriculum vitae, a teaching portfolio or dossier, student evaluations, a statement of research interests, a representative copy of a publication, and graduate transcripts. Applicants should also arrange for three letters of reference to be submitted under separate cover. Quote Competition No.: D7 10.24D. Send all application materials, including reference letters to: Human Resources Department, Grant MacEwan College, City Centre Campus, 7-105, 10700 104 Ave, Edmonton, AB, T5J 4S2. Fax: (780) 497-5430;Phone: (780) 497-5434; E-mail: careers@macewan.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The deadline for receipt of applications is February 15, 2008.

For further information about this employment opportunity, please refer to our website at www.macewan.ca/faculty

■ **ENGLISH LANGUAGE & LITERATURE — University of Waterloo.** Senior scholars are invited to apply for an open-rank position in Literary Studies in the Department of English Language and Literature at the University of Waterloo. The Department will consider applicants working in all areas of Literary Study in English including historical periods, national or diasperic literatures, cultural movements, genres, and theories. The Faculty of Arts at the University of Waterloo is currently promoting several pertinent research themes, including Culture, Identity, and Memory; Global Engagement; Cognitive Science; and Creativity and Performance. The successful candidate will be offered a wide range of teaching experiences from first year undergraduate courses through to graduate teaching and supervision of doctoral students. In addition to undergraduate programs in Literature, Literature and Rhetoric, and Rhetoric and Professional Writing, our Department offers innovative MA programs in Literary Studies and in Rhetoric and Communication Design, as well as a unique PhD that integrates Literary Studies with fields of Rhetoric, Writing, Discourse and Text Analysis, and Media Theory and Design. As the Department promotes an integrated research culture, secondary expertise in any area of rhetoric or language study will be considered an asset. The teaching load is 2 plus 2, which normally includes one graduate course. Salary will be commensurate with rank and experience. Please visit our website at http://english.uwaterloo.ca for more information about the Department. Appointment date flexible. The successful candidate will have the opportunity to participate in the growth of the Humanities and Graduate Studies in Waterloos Faculty of Arts. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. In last years Macleans Magazine national rankings, Waterloo was named one of the top three comprehensive universities in the country and has ranked Best Overall university in Canada in the national reputational survey in 12 out of the last 15 years. The university is located in a mid-sized city in the heart of Canadas Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin on March 4, 2008. Please send letter of application, cumculum vitae, and supperting documents (graduate transcripts, writing sample), and arrange for three letters of reference to be sent to: Dr. Kevin McGuirk, Chair, Department of English Language and Literature, University of Waterloo, Waterloo, ON, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

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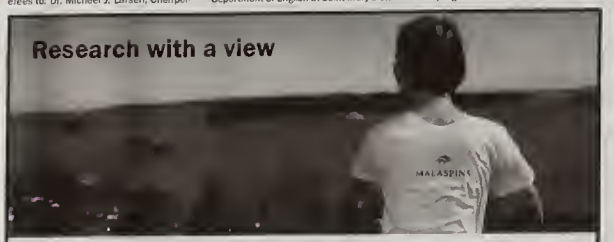
■ **FILM STUDIES — Wilfrid Laurier University.** The Brafford Campus of Wilfrid Laurier University invites applications for one position in Film/Documentary at the rank of Assistent Professor (tenure track or limited term appointment) beginning July 2008. The successful candidate will teach courses in Brantfords core, liberal arts Contemporary Studies Program and its unique Journalism Program (emphasizing critical thinking as paramount to quality journalism). The candidates research program must include evidence of using visual texts as a medium to examine multidisciplinary problems; a means by which to explore social and cultural issues; and an alternative to traditional written texts in the classroom. Preference will be given to candidates who have hands-on, digital, non-linear video production experience. Evidence of quality teaching is also required. A PhD or e degree considered terminal in a relevant discipline is preferred. Applicants are required to send Two Copies of their application package, including a 1-2 page cover letter, e full curriculum vitae, one sample publication, the names and contact information of three references (e-mail contect information is acceptable), and evidence of teaching effectiveness (such as evaluations and/or e dossier) to: Contemporary Studies Search Committee, Wilfrid Laurier University, Brantford Campus, 73 George Street, Brantford, Ontario, N3T 2Y7. E-mail applications will not be accepted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Dr. Bruce Aral, Acting Dean of Laurier Brantford. We thank all respondents in advance for their interest in Wilfrid Laurier University. Only those selected for an interview will be contacted. The deadline for applications has been extended to January 25, 2008. For further information please contact: Dr. Peter Farrugia, Associate Professor and Coordinator, Contemporary Studies, Wilfrid Laurier University, 73 George Street, Brantford, ON, N3T 2Y3; Phone: (519) 756-8228 x5707; E-mail: pfarrugi@wlu.ca.

■ **FINANCE — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Finance, specializing in either corporate finance or investments, for appointments beginning July 1, 2008 or thereafter. Rank is open. A Chaired Professorship is possible for an outstanding senior candidate. Candidates for a tenure-track position should have a completed or nearly completed PhD and should demonstrate the potential for excellent



Malaspina University-College, a primarily undergraduate degree-granting institution located in Nanaimo on beautiful Vancouver Island, is accepting applications for:

Canada Research Chair (CRC) - Tier II
Marine Scientist

The Centre for Shellfish Research, within the Faculty of Science & Technology, invites applications in the area of sustainable shellfish aquaculture in one or more of the following or related areas: marine ecology and biodiversity, marine biotoxins and water quality, integrated multi-trophic aquaculture, molluscan shellfish biology, and marine biochemistry or natural products.

MALASPINA UNIVERSITY-COLLEGE

Visit **www.mala.ca/HumanResources/postings** for details about the position and application process.

UNIVERSITY OF CALGARY

ACADEMIC POSITION IN MEDICAL EDUCATION

The Office of the Associate Dean (Undergraduate Medical Education) and the Department of Community Health Sciences, Faculty of Medicine invite applications for a full-time academic position in Medical Education. Duties include educational development and assessment consultation activities for the Office of Undergraduate Medical Education; teaching and supervision of MSc and PhD students in MSc—medical education specialization; leading/collaborating with teams of MDs/PhDs conducting medical education studies; and leading/collaborating on grant applications, grant reports, and publications.

The successful applicant will have the ability to work with physicians, scholars and researchers and develop team relationships. The successful candidate will be expected to develop a funded program of medical education research that advances knowledge of curriculum as it pertains to clinical teaching.

The **Medical Education and Research Unit** brings together a multidisciplinary team of PhD and MD teachers and researchers dedicated to leadership in medical education research, theory and practice. The strategic goals of this unit include education consultation and support to the medical education continuum, scholarship and research, graduate program development and post degree continuous learning.

Qualifications include a PhD in Medical Education, Cognitive or Educational Psychology, Education or related social science or an MD with experience in these areas. A record of scholarly publications and research activities, as well as exceptional educational research design methods and educational research skills, is required. Eligibility for medical licensure in the province of Alberta is required if the selected candidate is to provide patient care. Position and salary will be commensurate with experience.

Please submit a curriculum vitae, a statement of career goals and the names of three referees by **February 15, 2008** to:

Dr. Jocelyn Lockyer
Associate Dean (Continuing Medical Education)
Faculty of Medicine
3330 Hospital Drive N.W.
Calgary, AB, Canada T2N 4N1

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages talent and diversity.

www.ucalgary.ca

THOMPSON RIVERS UNIVERSITY
KAMLOOPS, BC

TRU invites applications for the following position:

FACULTY

School of Social Work & Human Service

Assistant Professor - Tenure Track

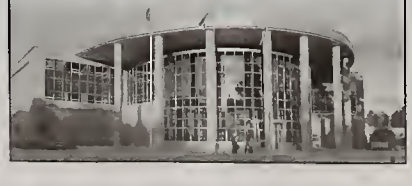
Thompson Rivers University (TRU), British Columbia's newest public university, was founded in 1970 as a community college, and through an exciting process of evolution and growth is now a unique, comprehensive university built on 35 years of excellence in post-secondary education and training.

The spectacular main campus of TRU is located on the south slope of Kamloops, a growing city of 80,000 residents at the centre of BC's southern Interior, only four hours from Vancouver. The university has become a vital and integral part of a community and surrounding region that offers recreational, cultural, social and economic benefits that are attracting students and faculty from across Canada and around the world.

With an on-campus population of over 9,000 students, TRU is a primarily undergraduate, teaching-focused university offering over 50 undergraduate and graduate degree options, and more than 40 diploma and certificate programs in academic, applied and professional fields. The expansion of graduate programs, distance and open learning, and the building of strength in a number of research areas are among the priorities of the university in the years ahead.

For further information, please visit our website at
www.tru.ca/careers

We wish to thank all applicants; however, only those under consideration will be contacted.



CAREERS CARRIÈRES

research and teaching. Candidates for a tenured position should have a record of outstanding achievement and an interest in contributing to our graduate programs. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The Finance Group is housed within the School of Accountancy in the Faculty of Arts at the University of Waterloo. The School operates undergraduate and graduate programs in accounting and financial management, along with a Masters program in finance (in collaboration with the Department of Statistics and Actuarial Science), and a PhD program. Details about these programs may be found at http://accounting.uwaterloo.ca. Members of the Finance Group are active in theoretical and empirical research on asset pricing, corporate finance, derivatives, investments, and financial econometrics. Faculty members are associated with the Centre for Advanced Studies in Finance (CASF), which provides the focus for research and education in the finance discipline at the University. The CASF is an integral part of the Institute for Quantitative Finance and Insurance, which is involved in coordinating the University's research activities in finance, actuarial science, mathematics, and scientific computing. For further information, visit http://accounting.uwaterloo.ca/finance/ casl/.The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. To be considered, please send a curriculum vitae, a sample of your research, and the names and contact information of three referees in electronic form to lola@uwaterloo.ca. Alternatively, paper applications may be sent to The Director, c/o Lori LarondeAdministrative Assistant, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Review of applications began in September 2007 and will continue until the positions are filled.

■ **FINE ARTS — NSCF University.** The Nova Scotia College of Art and Design (NSCAD University) invites applications for: Assistant Professor: Sculpture: Division of Fine Arts. Subject to budgetary and final approval by the Board of Governors, this is an Initial Three Year appointment, renewable for continuing appointment. For details, please visit http://www.ns cad ns.ca/about/employment.php. NSCAD University is one of North America's outstanding universities for the study, practice and teaching of art, craft and design. The programs of the University prepare students to enter professional life as artists, filmmakers, photographers, crafts persons, and designers All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Hiring will be in accordance with NSCAD's policy on non discrimination.

■ **FRENCH STUDIES — University of Alberta.** The Department of Modern Languages and Cultural Studies (MLCS) invites applications for a contract Instructor in French with a specialization in Translation Studies. This is a contract appointment over the course of two years (employment will be for 9 months per year, August - April for each 2008-09 and 2009-10), teaching three full course equivalents (FCE) during the appointment with no administrative duties associated with teaching. The instructor will be expected to teach practice and theory translation courses at all levels in French and in English, as the case may be, as well as other undergraduate courses according to needs. Our student population is mostly Anglophone. The instructor will normally have a PhD or an equivalent degree in the field related to the courses to be taught and native or near-native proficiency in French. We are especially interested in candidates with a competence in other French linguistics or French literature. Competence and expertise in translation in another language would be an asset. MLCS (http://www mlcs.ca/) is a highly interdisciplinary department with over 30 faculty where 17 languages are taught and literature, culture, applied linguistics, language, and cultural studies as well as folklore are all actively pursued. The Department offers an undergraduate academic Certificate in Translation Studies in French, German and Spanish. The Department offers undergraduate as well as graduate programs at the MA and PhD levels in several languages, literatures and cultures. Established in 1908 as a board-governed, public institution, the University of Alberta has earned the reputation of being one of the best universities in Canada based on our strengths in teaching, research, and service. The University of Alberta serves over 36,000 students in more than 200 undergraduate programs and 170 graduate programs (www.ualberta.ca/). The Faculty of Arts is the oldest and most diverse faculty on campus, and one of the largest research and teaching centres in western Canada (http://www.arts.ualberta.ca/). The University's main campus is located in Edmonton, the vibrant, cosmopolitan capital of the province of Alberta. The Edmonton metropolitan area is the sixth largest in the country with a population of approximately one million (http://www.edmonton.ca/). Edmonton is located only a few hours drive from Banff and Jasper National Parks, which offer skiing in winter and excellent hiking and sightseeing in summer. The salary follows the scale on the Agreement for Contract Academic Staff: Teaching. Applicants should send curriculum vitae, a letter of application describing their teaching interests and activities, all university transcripts, and a teaching dossier that includes evaluations of teaching performance to: Dr. Manannе Henn, Acting Chair, Department of Modern Languages and Cultural Studies, Arts 200, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6; Email: Inquiries may be directed to: dolores.wohland@ualberta.ca; Phone: (780) 492-1997; Fax: (780)492-9106. Applicants must also arrange for three letters of reference to be sent to the Acting Chair. Closing Date: March 3, 2008. The effective date of employment will be August 1, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.The University of Alberta thres on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

G

■ **GEOGRAPHY — Brandon University.** The Department of Geography at Brandon University invites applications for a one-year term appointment beginning July 1, 2008 at the Instructional Associate level, subject to budget. Primary duties of the position include, but are not limited to: instruction of course laboratories in physical geography, computer cartography, and introductory GIS courses; maintenance and administration of geomatics laboratory hardware and software systems, and user accounts; preparation of cartographic material for faculty teaching, research and service; procurement, organizatron and maintenance of the Map and Air Photo libraries; and other duties as assigned by the Department. Further details about Brandon University and the Department of Geography can be found at http://www.brandonu.ca/geography. Application deadline: March 1, 2008. Salary and Rank: Commensurate with the candidates qualifications and experience. Applications must clearly indicate citizenship or Immigration status and include curriculum vitae, university or college transcripts, and the names and contact information of three referees and should be sent to: Dr. Austin Gulliver, Dean of Science, Brandon University, 270 - 18th Street, Brandon, Manitoba, R7A 6A9, e-mail: gulliver@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ **GEOGRAPHY — Brandon University.** Physical Sciences position in Applied Disaster and Emergency Studies (ADES): Brandon University invites applications for a tenure-track faculty position in the Department of Applied Disaster and Emergency Studies (ADES). A candidate with a PhD in emergency management or disaster studies is preferred. A Masters degree in these areas combined with sufficient relevant experience will also be considered. The successful candidate will have demonstrated expertise in hazard-focused education and research with a specialty in a field such as geography, earth or environmental sciences, engineering or planning. Expertise in a sub-field such as meteorology or seismology would be of value. The successful candidate will teach required and elective courses related to their area of specialty. Preference will be given to candidates who can teach on natural and technological hazards, risk assessment and modelling, or similar disaster science topics. This position will complement the departments current strengths in the social sciences and applied management perspectives. Evidence of successful teaching, research and scholarship, related to disaster studies and emergency management is required. The candidate should also have practical experience in the area and an understanding of the challenges posed by an interdisciplinary approach to the field. This is an applied program so the successful candidate will have the ability to effectively link university-based activities with public and private agencies and institutions. The ADES program has been in place since 2001 and has an established student base. Brandon University has invested significantly in library holdings and information technology, including a fully equipped Emergency Operations Lab, to support teaching and research. ADES offers four-year BA or BSc degrees. Applications are invited until the position is filled. The selection process will begin February 18, 2008. The appointment will take effect August 1, 2008 or upon candidate availability. Salary and rank will be commensurate with qualifications and experience. Please send a letter of application, curriculum vitae, transcripts, citizenship or Canadian immigration status, and the names and email addresses of three referees to: Dr. Austin Gulliver, Dean of Science, Brandon University, Brandon, MB, R7A 6A9;Email: gulliver@brandonu.ca All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ **GESTION — McGill University.** La faculté de gestion Desautels est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant accès à la permanence, pour des termes limités de professeur adjoint (catégorie spéciale) et de professeur invité dans les domaines de la comptabilité, finance, gestion générale, gestion de l'informatique, sciences de la gestion (gestion des opérations), marketing, comportement organisationnel et politique générale des entreprises. Les candidats possédent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctoral ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion Desautels compte 70 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature,

Tenure-Track Position
in Computational Fluid Dynamics
Mathematics and Statistics

MEMORIAL UNIVERSITY

The Department of Mathematics and Statistics at Memorial University of Newfoundland is undergoing a process of faculty renewal and is making a number of tenure-track appointments. The Department invites applications for a tenure-track Assistant Professor position in Computational Fluid Dynamics.

Applicants must have an earned doctorate and an excellent publication record with research covering the development of mathematical/numerical models for flow and transport processes relevant to ocean engineering or geosciences. Candidates should have some teaching experience and the skills required to become an excellent teacher. Duties for the position include the development of a vigorous research program, graduate supervision and teaching; and undergraduate teaching. Teaching will include courses in the areas of numerical methods and fluid mechanics.

The *closing date* for applications will be February 15, 2008. Candidates should submit a Curriculum Vitae, a description of research and teaching interests; and the names and addresses (include e-mail) of at least three referees. Applications should be sent to:

Head of Department, VPA-MAST-2007-007, Department of Mathematics & Statistics, Memorial University of Newfoundland, St. John's, NL, A1C 5S7 Canada. E-mail: mathstat@math.mun.ca. Internet: www.math.mun.ca

You MUST use the code VPA-MAST-2007-007 on all correspondence.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

Brock University

Faculty of Business

Canada Research Chair Tier II

The Faculty of Business at Brock University invites applications for a Tier II Canada Research Chair in Operations Management/Management Science. The Canada Research Chair Program is supported by the Natural Sciences and Engineering Research Council (NSERC) of Canada and was established to promote the highest levels of research excellence in Canadian universities. Information about the program is available at http://www.chairs.gc.ca. Applicants must be less than 10 years from completion of their Ph.D. and must hold or be eligible for NSERC funding. Tier II Canada Research Chairs are appointed initially for a five-year term with the possibility of renewal.

The academic appointment will commence July 1, 2008 or Jan. 1, 2009, in the Department of Finance, Operations and Information Systems of the Faculty of Business. The appointment is a permanent tenure-stream position at the Assistant or Associate Professor level, made on either a tenured or probationary basis. The position has research and teaching responsibilities, but carries a reduced teaching load as a reflection of expectations of significant research productivity. The website http://www.bus.brocku.ca/faculty/department.php?dept=FDIS provides information on current research within the department.

Applicants should demonstrate potential as leaders in their field, a strong (or emerging) national and international scholarly presence, an excellent teaching and graduate supervision record, the potential for attaining significant, programmatic, external funding and a commitment to collaborative research. Incumbents will be eligible for funding through the Canada Foundation for Innovation (CFI) for equipment.

The Faculty of Business has more than 70 faculty members and is AACSB accredited. It offers five graduate programs: MBA, International MBA, Master of Accountancy, International Master of Accountancy, and an MSc in Management that includes a specialization in Management Science. The Faculty of Business also offers two undergraduate programs: Bachelor of Business Administration and Bachelor of Accounting, each with highly regarded co-op options.

Recent growth to 17,500 students and an ever-increasing number of graduate programs make Brock University an exciting and energizing place to research and teach. It is located in the heart of the Niagara region of Ontario, Canada – an area known for its beauty and diversity. With one of the most temperate climates in Canada, the Niagara region is famous for its fruit and wine industries and is a popular tourist destination. The region is also a major industrial/commercial corridor that provides gateway access to international markets. It is 15 minutes from Niagara Falls, one hour from Toronto, and 40 minutes from Buffalo, N.Y. Brock University is an attractive, well-designed campus that is bordered by extensive Carolinian forests.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/humanrights/images/selfIdentification.doc and include the completed form with their application. More information on Brock University can be found on the University's website www.brocku.ca.

Interested applicants should send curriculum vitae, statements of research program and teaching interests, and list of at least three references to: Dr. Martin Kusy, Dean, Faculty of Business, Brock University, 500 Glenridge Avenue, St. Catharines, Ontario, L2S 3A1 mkusy@brocku.ca. Candidates will be shortlisted as soon as possible after Jan. 30, 2008. However, applications will be considered until the position is filled.

www.brocku.ca/hr/careers/faculty

BRANDON UNIVERSITY
Founded 1899

"Something Special"

University Registrar

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers preprofessional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

Brandon University announces its search for the position of Registrar, subject to budget. Reporting to the Vice-President (Academic and Research) this is a key leadership position within the University. As a member of the President's Advisory Group and Secretary of Senate, the successful candidate will provide creative administrative leadership and support to all aspects of the registrarial function of the university. The Registrar is responsible for providing the highest possible level of service to students, prospective students and applicants, and faculty and staff. The Registrar provides leadership in the areas of admissions, records, the Senate Office, scholarships, and the development of strategic enrolment management functions including shared responsibilities for student recruitment and retention.

The successful candidate will provide direct support for credential recognition, transfer credit, registrarial student information systems, web services, and communication. The Registrar provides input to policy and procedural deliberations and ensures that University and Faculty policies related to student admission and academic progress are fairly and appropriately reflected in administrative systems and procedures. The Registrar is responsible for interpreting and presenting University positions in deliberations on a broad range of matters relating to the interface between school and university sectors, between universities provincially and nationally, and between university and college sectors. The successful candidate's effectiveness will be enhanced through previous experience with student record system design and implementation. The ability to work in the context of legacy systems is essential.

We seek individuals with the following qualifications: Masters degree is required (Business Administration, Computer Science, or related area preferred); a record of registrarial experience at the post-secondary level; demonstrated administrative leadership accompanied by a strong vision for renewal; excellent interpersonal, organizational and conflict resolution skills. **Application Deadline:** March 01, 2008 (or until the position is filled). **Start Date:** August 01, 2008 or upon availability of successful candidate. Salary and rank will be commensurate with qualifications and experience. This is a five-year renewable appointment. Confidential applications and nominations should be accompanied by a detailed curriculum vitae and the names of at least three references.

Short-listed candidates will be expected to provide credentials at time of interview.

Contact:
Dr. Scott Grills
Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
Fax: (204) 728-7340
E-mail: vp_ar@brandonu.ca

For more information visit:
www.brandonu.ca

CAREERS CARRIÈRES

ainsi que trois (3) lettres de références et diplômes (copies) obtenus au Vice-doyen - affaires académiques, Faculté de gestion Desautels, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2008. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi.

H

■ **HEALTH STUDIES — Wilfrid Laurier University.** Laurier Brantford is a fast-growing campus of Wilfrid Laurier University located in Brantford, Ontario. We invite applications for a tenure-track appointment in Health Studies, subject to final budgetary approval. The appointment will commence July 1, 2008, at the rank of Assistant Professor. The area of specialization for this position is in Social Gerontology, with preference for candidates whose research and teaching focuses on issues around aging and the life course, broadly defined. In addition to courses on aging, the ideal candidate would also be able to make a teaching contribution in one or more of disabilities, health policy, health evaluation, and health care systems. A doctoral degree, or near completion, in a related discipline is required. Evidence of successful teaching is essential. Candidates with the ability to teach and conduct research in an interdisciplinary environment are particularly encouraged to apply. Applicants are required to send Two Copies of their application package, including a 1-2 page cover letter, a full curriculum vitae, one sample publication, the names and contact information of three references (e-mail contact information is acceptable), and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Health Studies Hiring Committee, Laurier Brantford, 73 George St, Brantford, Ontario, N3T 2Y3 E-mail applications will not be accepted; however, letters of reference from referees may be e-mailed to hlambert@wlu.ca. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Dr. Bruce Aral, Acting Dean of Laurier Brantford. We thank all respondents in advance for their interest in Wilfrid Laurier University. Only those selected for an interview will be contacted. The deadline for applications has been extended to January 25, 2008

■ **HEALTH, AGING & SOCIETY — McMaster University.** The Department of Health, Aging & Society at McMaster University invites applications for a full-time tenure-track Assistant Professor in Global Health, beginning July 1st, 2008. The successful candidate will be required to teach within one, but preferably across the departments two undergraduate programs in Gerontology and Health Studies. They will also be required to teach in a new masters program in Health and Aging, scheduled for launch in 2008 and to supervise students in a future planned PhD program. Additionally, we expect that the successful candidate will develop an independent program of research in global health. They will be expected to publish their work in peer-reviewed publications and to compete successfully for external funding to support their research. Health, Aging & Society is an interdisciplinary department, including scholars with training in sociology, political science, anthropology, geography, social work, economics and religious studies. Also of institutional relevance is the emerging strategic initiative at McMaster University focused on water and health. The successful candidate must have completed a PhD within a social science discipline, but with a strong focus on global health issues. We are looking for a critical thinker possessing a dedication to transformative politics and improvements in global health. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. Applications, including a curriculum vitae and a statement of teaching and research interests, a sample of scholarly writing and three letters of reference, should be sent to the address below. If available, candidates are encouraged to enclose teaching dossiers and certified records of teaching evaluations. Gavin J. Andrews, Professor and Chair, Department of Health, Aging & Society, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4, Canada. Complete applications, including supporting documents, which are received by January 31, 2008 will be assured of consideration. We will continue to accept applications until the position is filled.

I

■ **INDUSTRIAL DESIGN — Carleton University.** The School of Industrial Design invites applications for a tenure-track position at the Associate Professor level. The anticipated start date is 01 July 2008. The School of Industrial Design is well-respected in North America and internationally, and is strategically located within the Faculty of Engineering and Design, which includes the Schools of Architecture and Information Technology. The School offers a well-established four-year program, which leads to a Bachelor of Industrial Design (B.I.D.) degree. Graduates have an excellent reputation and hold key positions of design responsibility in many parts of the world. Subject to final approval from the Ontario Council on Graduate Studies, the School will be introducing a Master of Design (M.Des.) in Interdisciplinary Design Development in the fall of 2008 and is seeking a senior educator with a substantial track record in research achievement and teaching to complement its current team. The successful candidate would demonstrate outstanding leadership and mentoring experience. Applicants must possess: a) a research-based PhD in design or a related field, and preferably a professional degree in industrial design; b) advanced experience working with interdisciplinary teams; c) excellent interpersonal and communication skills. d) graduate training and supervisory experience. Carleton University is a dynamic research and teaching institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Canada, Carleton takes full advantage of the outstanding resources found in the nations capital and has earned itself a reputation as one of Canadas foremost universities in many areas of study. The University is constantly striving to develop new and innovative programs to help students succeed. Ottawa, the fourth largest metropolitan area in Canada, is a vibrant and growing community that prides itself on its exceptional quality of life. As Canadas capital, and seat of its federal government, Ottawa is a place steeped in history and tradition but it also embraces its future. Over the past 50 years, Ottawa has successfully transformed itself into a global technology centre. At the heart of Ottawas magnetic appeal is the extraordinary standard of living that people enjoy in this safe, clean, and inviting region. The Ottawa regions services and natural treasures allow the citizens to enjoy unparalleled health, comfort, and economic prosperity. Applicants should send:a) letter of interest stating academic and pedagogical goals; b) curriculum Vitae; c) five samples of recent peer-reviewed published work; d) if applicable, design portfolio clearly identifying personal and student work; e) three letters of reference. Application deadline: March 1, 2008 or until the position is filled. Applications should be submitted to: Professor Thomas Carvey, Director, School of Industrial Design, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6, Tel: 1-613-520-5674, Fax: 1-613-520-4465, Email: ganey@carleton.ca. All qualified candidates are encouraged to apply. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **INTERDISCIPLINARY STUDIES — University of Guelph.** The College of Social and Applied Human Sciences at the University of Guelph invites applications for a tenure-track cross-disciplinary position in Psychology or in Sociology/Anthropology with a program of research and teaching interests that apply to issues in science/technology. Based as a tenure-track faculty member in either the department of Psychology or the department of Sociology and Anthropology, the successful candidates teaching will be divided equally between the interdisciplinary core of the Bachelor of Arts and Sciences program and the home departments discipline. Expectations for service will incorporate as equally as possible contributions to the BAS program and to the home department. Duties will also include graduate teaching and supervision, and the development and maintenance of an active research profile. A doctorate is required, with demonstrated expertise in Psychology, Sociology, Anthropology or relevant interdisciplinary studies. Publications and a demonstrated commitment to excellence in interdisciplinary teaching are required. The position is at the rank of Assistant Professor, effective July 1, 2008. The College of Social and Applied Human Sciences comprises disciplines within the departments of Family Relations and Applied Human Nutrition, Geography, Political Science, Psychology, and Sociology/Anthropology. The College also supports interdisciplinary degree programs in Criminal Justice and Public Policy, Environmental Governance, and International Development. It is the largest college on campus. For more information, see http://www.csahs.uoguelph.ca/. The innovative Bachelor of Arts and Sciences Program comprises a minor (of students choosing) from the BA program, a minor (of students choosing) from the BSc program, and an interdisciplinary core of ASCI courses developed for and available only to the BAS cohort of students. The program includes a community service component and opportunities for independent research and learning, including study and volunteism abroad; students attracted to the BAS program tend to be strongly committed to social justice work in such areas as literacy, numeracy, global health, poverty, and the environment. In its sixth year of operation, the program has already produced highly diverse and accomplished graduates, and attracted 900 applications for 120 places in the fall 2007 admissions cycle. For more information, see http://www.uoguelph.ca/bas. Applicants should send current curriculum vitae, statement of research and teaching interests, samples of publications, and three letters of reference, for receipt by 31 January 2008, to: Dr. Donna Pennee, Associate Dean, Arts and Social Sciences, University of Guelph, Guelph, Ontario, N1G 2W1, Fax (519) 821-5704. No applications will be received electronically. Inquiries may be directed to dpennee@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

K

■ **KINESIOLOGY — University of Waterloo.** Applications are being accepted for the position of Assistant Professor in the area of Biomechanics. Preference will be given to applicants with expertise in gait analysis. Applicants should have a fundamental research focus on musculoskeletal modeling with an interest in applying these models to the study of whole body movement of both healthy and clinical populations. Successful candidates are expected to have a strong portfolio of scholarly research, including peer-reviewed publications, and provide evidence of potential for excellence in teaching. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in human biomechanics. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the recently established Centre for Research Excellence in Prevention of Musculoskeletal Disorders and the Schlegel-UW Research Institute for Aging. We welcome biomechanics applicants from fields such as kinesiology, neurophysiology, bioengineering and rehabilitation. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at www.ahs.uwaterloo.ca/kin/. Applicants should send a covering letter, including a one page overview of their anticipated 5 year research plan, three names of references, and curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is March 1, 2008 or until filled. The expected start date for the appointment is July 1, 2008. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **KINESIOLOGY & PHYSICAL EDUCATION — University College of the Fraser Valley.** The Kinesiology and Physical Education Department requires one full-time faculty, commencing August 2008. Candidates must be qualified to teach in Physical Education (Pedagogy) with expertise in teaching children games and at least one of the following areas: health promotion, health education, sociocultural aspects of human movement, or motor behaviour and control. Previous university-level teaching experience is required. The candidate must also display evidence of research or scholarship. Applicants are expected to have a completed doctorate while a minimum of a Masters degree in Physical Education (or related discipline) will qualify. Hiring decisions will be based on teaching ability, research contributions and fit with departmental needs. Candidates are strongly advised to submit letters of reference by the closing date. The Selection Advisory committee will begin reviewing applications on January 31, 2008; however, the position will remain open until filled. Direct curriculum vitae or resume including evidence of appropriate qualifications, referring to Posting 2007.134 to: Employee Services, University College of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.ucfv.ca; Email resumes to: employ@ucfv.ca. All qualified candidates are

Ontario College of Art & Design, Canada's largest university for art and design specializing in fostering imagination and creativity, requires . . .

FACULTY OF ART

ASSISTANT DEAN/ASSISTANT PROFESSOR

A natural leader with accomplished administrative skills, you will teach at the undergraduate/graduate levels and oversee course planning, faculty teaching assignments, student advising, and the appointment/supervision of sessional instructors and teaching assistants. Your expertise in digital media will enable you to support the development and implementation of the digital curriculum initiatives. An accomplished communicator, you have 5 years' experience teaching at the post-secondary level, an excellent record of professional/scholarly activity, and an MFA or an equivalent career achievement. Your background of noteworthy art practice is combined with, ideally, expertise in educational administration.

ASSISTANT PROFESSOR

• Photographic & Critical/Curatorial Practices

Your strong theoretical understanding of photographic and critical disciplines and their role in current societal and environmental contexts will enable you to teach course programs at all undergraduate/graduate levels. Demonstrated currency in prevalent research methodologies is backed by an MFA or an equivalent career achievement. Familiar with the professional art community and exhibiting an understanding of contemporary art theory, you have a record of noteworthy art practice, outstanding communication capabilities, and post-secondary teaching experience.

The review of applications will begin on **February 15, 2008**, and continue until the position is filled.

FACULTY OF DESIGN

ASSISTANT PROFESSORS

• Graphic Design (Digital Media Literacy)

• Illustration (Editorial/Advertising/Books)

• Industrial Design

Capable of teaching at all the undergraduate levels in core curriculum and expansion studios, you have a Master's degree or an equivalent career achievement, a thorough knowledge of design history and practice, and a record of noteworthy professional practice. A capable communicator, you have post-secondary teaching experience and, ideally, expertise teaching in interdisciplinary programs and teaching/supervising graduate students.

The review of applications will begin on **February 18, 2008**, and continue until the position is filled.

FACULTY OF LIBERAL STUDIES

ASSISTANT PROFESSOR

• Design History & Theory

With a specialization in Communication Design, you will teach at all undergraduate levels. You must have a primary research focus, expertise teaching communication design history/theory, and, ideally, a background in ethnographic research. A cross appointment with the Faculty of Design is a distinct possibility with opportunities to teach studio courses. Your Ph.D., MFA or degree equivalent in design or a related discipline is combined with a solid record of research, scholarship and publication and/or exemplary professional experience in communication design.

ASSISTANT/ASSOCIATE PROFESSOR

• Aboriginal Art & Culture

Your mandate is to provide leadership in the development of an Aboriginal Studies program and teach at all levels. A primary focus will be in one or more of the following: First Nations, Native American, and Indigenous art of the Americas and teaching expertise in cultural and critical theory. An exhibition record as a practicing artist and the ability to teach studio-related courses would be distinct assets and would open the possibility of a joint appointment with the Faculty of Art or Faculty of Design.

The review of applications will begin on **January 15, 2008**, and continue until the position is filled.

For additional details, including how to apply for these exciting opportunities, please visit our website at: http://www.ocad.ca/about_ocad/hr/job_opportunities/positions_available.htm

As an employment equity employer, OCAD encourages applications from women, aboriginals, visible minorities, and people with disabilities. All qualified persons are encouraged to apply, however, Canadians and permanent residents of Canada will be given priority.

ONTARIO COLLEGE OF ART & DESIGN

Concordia University
Fine Arts

The Faculty of Fine Arts at Concordia University is seeking qualified applicants for limited term appointments effective August 15, 2008 to May 31, 2009. Subject to budgetary approval, positions may be available in the following departments:

Art Education, Art History, Cinema, Contemporary Dance, Creative Arts Therapies, Design and Computation Arts, Music, Studio Arts, Theatre

Appointments will be made at the rank of Lecturer or Assistant Professor, depending upon qualifications. Successful candidates will be expected to teach up to 7 courses per annum.

For each position, qualifications and application procedures established by the relevant department must be fulfilled. For detailed information on qualifications and application procedures in each department, please refer to our website: ***www.concordia.ca/about/jobs/faculty/finearts*** or contact the relevant Department Chair at the following mailing address: Concordia University, Faculty of Fine Arts, 1455 De Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

Positions are available until filled. Applications should be sent as soon as possible, but no later than January 31, 2008.

Additional appointments may become available in these and other departments in the Faculty. Please continue to consult our website for further details.

For more information on the Faculty, visit ***http://finearts.concordia.ca****. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.*

UNIVERSITÉ Concordia UNIVERSITY

CAREERS CARRIÈRES

encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UCFV will contact only candidates receiving an interview. We thank all applicants for considering UCFV for employment. UCFV is committed to the principle of equity in employment.

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■ **LIBRARIAN — University of Windsor.** The University of Windsor invites applications for a tenure-track Health Sciences Librarian position in the Leddy Library commencing no later than July 1, 2008 (rank will be commensurate with experience). This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 3161, Fax: 519-971-3686, Email: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 001-519-561-1432 or Email: recruit@uwindsor.ca.

■ **LINGUISTICS — University of Saskatchewan.** The Department of Languages and Linguistics at the University of Saskatchewan invites applications for a tenure-track position at the Assistant Professor level in Linguistics, effective 01 July 2008. We seek applications from candidates who hold a PhD in Linguistics with a strong or a promising research record in theoretical, descriptive, or applied Linguistics. Candidates should supply evidence of successful university level teaching. The selected candidate should be willing to teach a wide variety of introductory and senior courses in Linguistics and will provide leadership in our interdisciplinary linguistics program. Applicants should send a dossier, including a curriculum vitae, teaching evaluations, sample publications, and /or conference papers, and should also arrange to have three reference letters sent to Professor P. M. Bidwell, Acting Head, Department of Languages and Linguistics, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5. The review of applications will begin on 01 February 2008. Prospective applicants are welcomed to consult the departmental web site (www.usask.ca/languages) for further information and to get in touch with the acting department head by email (paul.bidwell @usask.ca) with any enquiries well in advance.

M

■ **MANAGEMENT — McGill University.** Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor (special category), and Visiting Professor in the areas of Accounting, Finance, General Management, Information Systems, Management Science (Operations Management), Marketing, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensuraie with the candidate's qualifications and research record. The Desautels Faculty of Management has over 70 full-time faculty and offers BCom, MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean - Academic, Desautels Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2008. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

■ **MANAGEMENT SCIENCE — University of Toronto Scarborough.** The Department of Management at the University of Toronto Scarborough invites applications for a teaching stream appointment at the rank of Lecturer in Management Science beginning July 1, 2008. The successful candidate should have at least a Masters degree in a relevant field and is expected to have strong evidence of teaching excellence at the undergraduate level. Teaching assignments may include undergraduate courses in Management Science, Operations Management, and Statistics. Lecturers are primarily involved with teaching and are expected to participate in the governance of the Department of Management. The position initially is for three years and may be renewed for a further two years. Assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. Salary will be commensurate with qualifications and experience. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~mgmt/. Interested candidates should send a curriculum vitae together with evidence of experience and excellent teaching performance to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto Scarborough, 1265 Military Trail, Toronto, Ontario, Canada, M1C 1A4 (only hard copy applications will be accepted). Three letters of reference should also be arranged and sent to the Chair. The deadline for application is February 15, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MANAGEMENT SCIENCES (OPERATION RESEARCH) — University of Waterloo.** We invite applications for a tenure-track/ tenured faculty position at the Assistant, Associate or Full Professor level to begin September 2008. Individuals with training and research interests in stochastic modelling, with applications in production and service operations systems, logistics or supply chain management, healthcare and energy are especially encouraged to apply. Industrial experience is desirable. Applicants should hold a PhD, or should be near completion of their doctoral studies and have demonstrated research potential in industrial or systems engineering and operations research. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation from three references will be requested if a candidate is shortlisted. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. To receive full consideration, all materials should be submitted by December 31, 2007. For further information, please contact the chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; E-mail: emjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

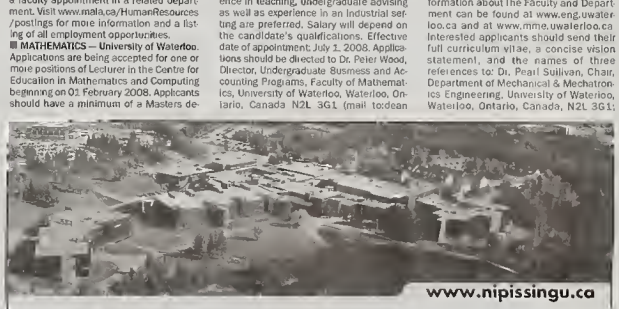
■ **MANAGEMENTS SCIENCES (INFORMATION SYSTEMS) — University of Waterloo.** We invite applications for a tenure-track/tenured faculty position at the Assistant, Associate or Full Professor level to begin September 2008. Individuals with interests in information storage, management and retrieval, human computer interfaces, data mining, network planning and management or topics at the interface of operations research and computer science are especially encouraged to apply. Industrial experience and an interest in healthcare or energy applications are desirable. Applicants should hold a PhD, or should be near completion of their doctoral studies and have demonstrated research and teaching potential. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation from three references will be requested if a candidate is shortlisted. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. To receive full consideration, all materials should be submitted by December 31, 2007. For further information, please contact the chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. E-mail: emjewkes@ uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MARINE SCIENCE (RESEARCH, SCIENCE & TEC) — Malaspina University-College.** Malaspina University-College, located in Nanaimo on beautiful Vancouver Island, is a unique, primarily undergraduate, degree-granting institution. Malaspina offers the opportunity to work in a stimulating and diverse environment. The Centre for Shellfish Research, within the Faculty of Science & Technology, invites applications in the area of sustainable shellfish aquaculture. Preference will be given to applicants demonstrating expertise in one or more of the following areas: marine ecology and biodiversity, marine biotoxins and water quality, integrated multi-trophic aquaculture, molluscan shellfish biology, and marine biochemistry or natural products. Applicants with strong expertise in other relevant areas may also be considered. The Centre for Shellfish Research, opened in 2004, has well-equipped wet and dry labs, a pocket research vessel and a planned field station all in support of an integrated approach to sustainable shellfish aquaculture industry development. This includes scientific research programs in shellfish aquaculture ecological interactions, health and husbandry, technology innovation, socio-economic research, education and public engagement. The Canada Research Chair (CRC) Program was established by the Government of Canada to enable Canadian universities to become world-class centres of research and research training. The Chairs Program contributes to enhancing Canada's competitiveness in the global, knowledge-based economy. Improving Canadians' health, and enriching our social and cultural life. A candidate for a Canada Research Chair should be recognized as an emerging researcher with the potential to achieve national and international recognition and be a team leader. The Chairs Program imposes no restrictions on nominees with regard to nationality or country of residence. The successful candidate will hold a faculty appointment in a related department. Visit www.mala.ca/HumanResources/postings for more information and a listing of all employment opportunities.

■ **MATHEMATICS — University of Waterloo.** Applications are being accepted for one or more positions of Lecturer in the Centre for Education in Mathematics and Computing beginning on 01 February 2008. Applicants should have a minimum of a Masters degree in the mathematical or computer sciences. Applicants should also have a minimum of 5 years of recent experience teaching in a secondary school. Demonstrated mathematical problem solving skills as well as interest in and experience with mathematics and/or computing contests at the secondary school level are essential. Duties will include undergraduate teaching and participation in activities of the Centre for Education in Mathematics and Computing, including in the Facultys secondary school outreach program. Salary range is commensurate with qualifications and experience. The closing date for applications is 15 January 2008. This appointment is subject to the availability of funds. Send curriculum vitae and arrange for three letters of reference to be sent directly to Ian VanderBurgh, Director, Centre for Education in Mathematics and Computing, Faculty of Mathematics, University of Waterloo, Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian Citizens and Permanent Residents will be given priority.

■ **MATHEMATICS (FINANCE) — University of Waterloo.** The Faculty of Mathematics invites applications for a 3-year definite term appointment at the rank of lecturer in the area of Finance. Applicants should possess a Masters degree or PhD in Corporate Finance, Quantitative Finance, Risk Management or Business Administration. Candidates should also possess a professional designation in accounting, finance or risk management, such as a CA, CMA, CFA or PRM. Duties include teaching at the undergraduate level, significant involvement in undergraduate program development and student advising. Candidates with experience in teaching, undergraduate advising as well as experience in an industrial setting are preferred. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2008. Applications should be directed to Dr. Peter Wood, Director, Undergraduate Business and Accounting Programs, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (mail to:dean@math.uwaterloo.ca) by February 29, 2008. Application material should include a curriculum vitae and the names and addresses of at least three references. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for these positions. These appointments are subject to the availability of funds.

■ **MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in Solid Mechanics at the assistant, associate, or full professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. We seek an individual with a strong background in experimental mechanics and research interests in one or more of the following emerging areas: micro/nano-mechanics, mechanics of thin films, mechanics of advanced polymers and polymeric composites, damage mechanics and bioengineering. In particular, candidates with expertise at the interface of two or more of these areas are encouraged to apply. The ability to develop synergies with existing research activities within the department and the university, and work well in a multi-disciplinary environment will be an asset. Applicants must hold a PhD in Mechanical Engineering or a related area and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and www.mme.uwaterloo.ca Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical & Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1;



NIPISSING UNIVERSITY invites expressions of interest and applications for the Director, Institutional Planning & Analysis and the Registrar. The Director and the Registrar are key members of the University Senior Management Team and play a pivotal role in the planning, analysis, advice and support for institutional effectiveness, strategic planning and development of the University.

Nipissing University is situated in a beautiful natural setting on an escarpment overlooking Lake Nipissing in North Bay, Ontario. Located 3.5 hours north of Toronto or west of Ottawa, the city has a population of 54,000.

Nipissing University is a student-centered, primarily undergraduate university that prides itself on the high quality of its student learning environment. In its 2006 University Report Card, the Globe and Mail described Nipissing as " the hottest small school in the country" , and Nipissing repeated its top-rated performance in the 2007 Report Card.

The positions of Director, Institutional Planning & Analysis and Registrar may be combined given the requisite skills.

DIRECTOR, INSTITUTIONAL PLANNING & ANALYSIS

Reporting to the President, the Director is responsible for directing and managing the Office of Institutional Planning & Analysis and will proactively design and conduct research, planning analysis, advice and support for all stakeholders. The incumbent will be responsible for analysing and publishing institutional data and related analysis and reports and for responding to internal and external data requirements/requests. The Director will present trends in Nipissing University' s data to various internal stakeholders including Senate and the Board of Governors.

The successful candidate will have excellent communication and organizational skills as well as demonstrated experience in developing procedures/protocols to enhance data architecture, data dictionaries, data modelling, data extraction and manipulation. A demonstrated knowledge of developing a sound institutional planning and analysis program that influences the strategic planning needs of the University as well as diagnosing and resolving data integrity relating to institutional research is also required.

A Masters degree or equivalent with an emphasis on quantitative research and in a quantitative field such as mathematics, business administration, information management, computer science or economics, combined with extensive experience in data collection, survey design and evaluation, and the implementation of assessment methodologies to evaluate outcomes is required. Five to seven years of progressive experience in applied institutional research and policy matters associated with the post-secondary education sector or public sector organizations that are directly involved with educational policy is also required. An understanding of institutional research issues in a Canadian context will be considered an asset.

REGISTRAR

Reporting to the President, the Registrar is responsible for the effective management of the resources allocated to the Office of the Registrar. The Registrar is responsible for all registrarial services which include registration and student records services, examinations and scheduling, liaison services (domestic and international), and admission services. The Registrar is expected to provide input to policy and procedural deliberations and to ensure that University and Faculty policies related to student admission and academic progress are fairly and appropriately reflected in administrative systems and procedures. At provincial and university system levels, the Registrar is responsible for interpreting and presenting University positions and points of view in deliberations on a broad range of matters relating to the interface between school and university sectors, between universities provincially and nationally, and between university and college sectors.

The successful candidate will have excellent communication, organizational, analytical and planning skills, including project management. A thorough knowledge of Ontario and Canadian education systems and university regulations, policies and procedures is also required.

A Masters degree or equivalent combined with background knowledge and significant understanding of strategic enrolment management initiatives and practices is required. Five to seven years of progressive related work experience in an educational environment is required. Experience with computer systems, databases, spreadsheet applications and project management is also required. Experience with Datatel will be considered an asset.

Detailed position descriptions are available on our web site (see Employment Opportunities).

A competitive salary as well as a comprehensive group benefits and pension plan is offered. Tuition exemption for eligible dependents is also available. **Please send your cover letter and resume indicating which position you are applying for by Friday, February 8, 2008, to: Human Resources, Nipissing University, 100 College Drive, Box 5002, North Bay, ON P1B 8L7. Email: hrinfo@nipissingu.ca**

The selection committee would like to thank all applicants for their interest in Nipissing University; however, only those selected for interviews will be contacted.

NIPISSING UNIVERSITY

Nipissing University is committed to diversity within its community and encourages applications from all qualified applicants including visible minority group members, women, aboriginal persons, and persons with disabilities.

A+ in the Globe and Mail University Report Card

UNIVERSITÉ Concordia UNIVERSITY

CHAIR, DEPARTMENT OF MUSIC
FACULTY OF FINE ARTS

Concordia University invites applications for the position of Chair of the Department of Music in the Faculty of Fine Arts.

Concordia University, located in Montréal, Québec, is one of Canada's fastest growing and most innovative and exciting universities. The Faculty of Fine Arts is unique in Canada, offering an unparalleled range of visual and performing arts programs across the nine departments and three research institutes and a vibrant cross-disciplinary environment.

The Department of Music offers undergraduate BFA Majors in Electroacoustic Studies and Integrative Music Studies and BFA Specializations in Jazz Studies, Music Performance Studies and Music Composition as well as a graduate Diploma in Advanced Music Performance Studies. Planning is currently underway for significant renewal of the Department's facilities and programs and the new Chair will provide innovative leadership to the Department during this time of growth and development.

The ideal candidate will demonstrate a commitment to cross-disciplinary practice and will be qualified to hold a tenured appointment at the rank of Professor or Associate Professor within the Department. They will have a strong record of research, creative work and teaching and will have a sincere appreciation of the various disciplines represented in the Department. A terminal graduate degree and administrative experience are required.

Concordia University is committed to equity in employment. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

Should you want to learn more about this unique leadership opportunity call Alex Verdecchia or Kelly Baron at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Provence Consulting at search@provenceconsulting.com.

PROVENCE FINDS

We will communicate with all who express interest.

CAREERS CARRIÈRES

Fax: (519) 888-4351; Email: mechair @mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in Fluid Mechanics at the assistant, associate, or full professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. Applicants with a strong background in either computational or experimental fluid dynamics are encouraged to apply. Our current research in Fluid Mechanics focuses on fundamental and applied problems relating to complex turbulent shear flows, micro-scale flows, environmental flows and reacting turbulent flows. These are studied using a combination of advanced experimental techniques and computational fluid dynamics. Applicants with expertise in complementary or new areas will also be considered. Applicants must hold a PhD in Mechanical Engineering or a related area and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mme.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical & Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4351; Email: mechair @mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in Mechatronics Engineering at the assistant, associate, or full professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. We seek an individual with a strong background in automotive systems, mobile robotics, modeling and design of electro-mechanical systems, intelligent manufacturing and control, intelligent vehicle systems, MEMS, or related areas. The ability to develop synergies with existing research activities within the department and the university, and work well in a multi-disciplinary environment will be an asset. Applicants must hold a PhD in Mechanical Engineering or a related discipline and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mme.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4351; Email: mechair @mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **MECHANICAL ENGINEERING — University of Victoria.** The Department of Mechanical Engineering, University of Victoria, invites applications for a tenure-track, Tier II Canada Research Chair faculty position at the level of Assistant Professor in Biomedical Engineering and Applications related to core Mechanical Engineering disciplines (preferably but not limited to biomedical devices and instrumentation; biomechatronics; and biomechanics). Under exceptional circumstances appointments at the Associate Professor level with or without tenure will be considered. This initial term of this Tier II Canada Research Chair is five years with additional funding for research and teaching relief, renewable upon performance. Candidates for this position must have a PhD in mechanical engineering, or a closely related field, and must have demonstrated ability or potential for excellence in teaching, research, graduate student supervision, verbal and written communication, and collaboration with colleagues with engineering and non-engineering backgrounds. Candidates must be registered as a professional engineer, or be eligible for and committed to registration. The successful applicant will be expected to teach at the undergraduate and graduate levels, supervise graduate students, conduct research, obtain research funding, and participate in the academic affairs of the Department. The Department of Mechanical Engineering at the University of Victoria offers BEng, MEng, MASc and PhD programs. There are 23 regular faculty members including three Canada Research Chairs, more than 70 graduate students, and a large number of adjunct faculty members, research personnel and visiting researchers. The Department is very active in research with first-rate laboratories and diverse research funding. The Department has an excellent collegial atmosphere and attracts excellent graduate and undergraduate students. Further information on the Department can be found on the web at http://www.me.uvic.ca/. The University of Victoria (http://www.uvic.ca/) is situated in the City of Victoria, the capital of British Columbia, at the southern tip of Vancouver Island. Founded in 1963, the University has developed into one of Canadas leading universities with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round. Applications should include a curriculum vita, a statement of teaching and research objectives and interests, and the names, complete addresses, telephone and fax numbers, and email addresses of at least four referees. Applications should be received by 01 March 2008 and be sent through surface mail to: Professor Zuomin Dong, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055 STN CSC,Victoria, BC, V8W 3P6, Canada. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. In accordance with the regulations governing Canada Research Chairs, the best-qualified candidate will be appointed, regardless of citizenship or immigration status. Chair nominations are adjudicated by a peer review administered by the CRC secretariat and appointments are conditional upon approval by the secretariat. General information about CRCs may be found at http://www.chairs.gc.ca.

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■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** In 2005, the University of Waterloo launched the first undergraduate nanotechnology engineering program in Canada. We are now well on our way to becoming Canadas leading centre for nanotechnology teaching and research. Waterloo is establishing a nanotechnology Institute. Our new nanotechnology Institute will co-ordinate the research activities of nearly 35 faculty members and facilitate the offering of a multidisciplinary graduate program. Three departments in two faculties are currently collaborating in this initiative: Chemical Engineering, Electrical and Computer Engineering, and Chemistry. In addition, a number of other departments have developed considerable strength in nanotechnology research, notably Mechanical and Mechatronics Engineering. Research efforts have been aided by a major CFI infrastructure grant contributing to a total value of $50 million. The nanotechnology Institute will share a new $120 million, 250,000-square-foot facility with the Institute for Quantum Computing at Waterloo. We have received gifts which have enabled us to create three endowed chairs as well as a large endowment for graduate fellowships. There is also a Tier 1 Canada Research Chair in nanotechnology yet to be allocated. Scientific Director: We are seeking a top-ranked researcher in any aspect of nanotechnology to provide overall scientific leadership and direction of our new Institute. Applicants should have qualifications consistent with an appointment as a tenured full professor in one or more relevant departments. The scientific director will be offered an endowed chair. Research Chairs: We invite applications from outstanding researchers in any area of nanotechnology with qualifications consistent with an appointment as a tenured full professor in any department in the Faculty of Engineering for a Tier I Canada Research Chair and two endowed chairs.Other faculty positions in nanotechnology: There are approximately 10 nanotechnology-related faculty positions at all levels in Chemical Engineering, Electrical and Computer Engineering, and Chemistry yet to be filled. We invite applications from interested candidates at all levels. For more information on these opportunities, please contact: Dr. Adel Sedra, Dean of Engineering, e-mail: sedra@uwaterloo.ca; www.engineering.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of

Barber-Gennum Chair in Information Technology

The Barber-Gennum Chair in Information Technology is a prestigious endowed Chair designed to attract young scholars and professionals in their early to mid careers in the area of information technology.

The Department of Computing and Software invites applications for the Barber-Gennum Chair to support research and teaching in Health Care Information Systems, software intensive Assistive Devices, and Telemedicine including Networking, Encryption, Security and Privacy. Candidates should hold a Ph.D. in Software Engineering, Computer Science or related disciplines and not hold a tenured Faculty position. To ensure continuous Faculty renewal, the successful candidate will hold the Barber-Gennum Chair for a maximum of five years.

The Department of Computing and Software has a component of 26 faculty members. It offers undergraduate and graduate programs in Software Engineering, Mechatronics Engineering, Software Engineering and Embedded Systems, Computer Science, and Business Informatics and is in the process of developing a program in Medical Informatics. The appointment is within the Faculty of Engineering, one of the most research-intensive Faculties of Engineering in Canada.

Appointment may be made at the Assistant or Associate Professor level commensurate with the individual's record. It is expected that the successful candidate will take the position by September 2008.

Applications, consisting of a Curriculum Vitae, statements on Research and on Teaching and the names of at least four references, should be forwarded to:

The Chair of the Department of Computing and Software
McMaster University
Information Technology Building
1280 Main Street West
Hamilton, Ontario, Canada, L8S 4K1

For more information visit our web site:
http://www.cas.mcmaster.ca/

McMaster University
ENGINEERING

McMaster University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

RYERSON UNIVERSITY

concept to creation

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 95 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

ASSISTANT PROFESSORS
Department of Chemistry and Biology

Faculty of Engineering, Architecture and Science

We invite applications for two tenure-stream faculty positions: one in Eukaryotic Cell Biology and one in Environmental Biology. The positions are expected to be filled at the Assistant Professor level, although outstanding candidates may be appointed at the rank of Associate Professor. The successful candidates will have a PhD, post-doctoral experience and an outstanding research record, and will be expected to establish an active, externally funded research program, contribute to teaching biology-related courses at the undergraduate and graduate levels, and supervise graduate students.

The Department of Chemistry and Biology is in a phase of dynamic growth, with new Biology and Chemistry B.Sc. programs established September 2005 (www.ryerson.ca/science) and a new interdisciplinary M.Sc. program in Molecular Science launched September 2006 (www.ryerson.ca/gradstudies/molecular_science). Department faculty also participate in Ryerson's M.A.Sc. program in Environmental Applied Science and Management. Our faculty have a diverse range of biology research interests, including biotechnology, environmental biology, molecular biology, biomedicine, biochemistry, genetics, and microbiology. The Department has a Canada Research Chair in Environmental Interfaces and Biofilms. Further information about the Department and its facilities can be found at www.ryerson.ca/cab.

Applicants should submit a curriculum vitae, a research proposal, single copies of three recent publications, their teaching philosophy and three signed letters of reference to: Dr. Darlick Heyd, Interim Chair, Department of Chemistry and Biology, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. The selection committee will start reviewing applications after February 15, 2008. Although applications will be accepted until the position is filled, only those received by the review date will be guaranteed full consideration.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

ENGINEERING | ARCHITECTURE | SCIENCE

UNIVERSITY REGISTRAR

St. Francis Xavier University, a top ranked primarily undergraduate university in Antigonish, Nova Scotia, seeks applicants for the position of **Registrar**. Reporting to the Academic Vice-President and Provost, the Registrar will be responsible for enforcement of academic regulations, registration and student records, transcript integrity, enrolment and faculty load reporting, course and examination timetabling, classroom requirement analysis and scheduling, re-entry and transfer credits processing, degree auditing, calendar publication, supplemental examinations, graduation lists, and convocation ceremonies. The Registrar will work closely with the offices of the Deans and of Institutional Analysis.

St. Francis Xavier University comprises two faculties (Arts and Science), within which are twenty-five departments, five interdisciplinary programs, and three schools (Business, Education, and Nursing). StFX is home to over 4,500 full- and part-time students, over 220 faculty, and 400 staff; it offers a comprehensive array of undergraduate programs, including service learning and co-op programs.

The successful candidate will be a strategic leader committed to the development and management of registrarial policies and procedures. He/she must possess strong oral and written communication skills, exceptional human relations skills, demonstrated commitment to service, and excellent analytical and negotiation skills. He/she must have an understanding of the academic administrative needs of a primarily undergraduate university and proven success in an administrative role. Experience managing information systems within an academic environment will be considered an asset.

Educational requirement: Minimum of a Master's degree.

Interested candidates should forward a letter of application and detailed resume in confidence to; **Human Resources, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS B2G 2W5,** Email: careers@stfx.ca, Fax (902) 867-3345

Consideration of applications will begin January 14th, 2008, with an expected start date of July 1st, 2008.

Only those selected for an interview will be contacted. Preference will be given to Canadian citizens and permanent residents. StFX respects diversity and welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and members of sexual minority groups.

StFX UNIVERSITY

ANTIGONISH • NOVA SCOTIA • CANADA • WWW.STFX.CA

CAREERS CARRIÈRES

visible minorities, native peoples and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **NURSING — University of New Brunswick.** The University of New Brunswick's Faculty of Nursing invites applications from qualified individuals for one or two tenure-track faculty positions at the rank of Assistant Professor on the Fredericton Campus. These positions both involve undergraduate and graduate teaching, with responsibilities in the Bachelors (BN) Program and in the Master of Nursing (MN) Program. Areas of expertise may include any of the following: Gerontology, Maternal Child Health, Acute Care, Cardiovascular Health, Clinical Education. As tenure track appointments, these positions both carry expectations for research and scholarship, as well as university and community service. Candidates must hold an earned PhD or equivalent degree, and be registered or eligible to obtain registration as a registered nurse in New Brunswick. Recent relevant teaching experience and evidence of an established program of scholarship are assets. Founded in 1785, the University of New Brunswick is one of the oldest public universities in North America. UNB is a first-class teaching and research institution with fully accredited programs and an excellent research base across its two main campuses in Fredericton and Saint John. UNB offers undergraduate and graduate degrees in more than 60 disciplines to 12,000 students. The Faculty of Nursing offers generic, advanced standing, and post-diploma baccalaureate programs preparing nurses to work with individuals, families, and communities guided by the principles of caring, social justice and primary health care. The BN Program is delivered in Fredericton, Moncton, Bathurst, Saint John, and in collaboration with Humber College in Toronto. The Faculty of Nursing also offers graduate programs of study, leading to the Masters Degree in Nursing. The MN Program concentrates on the development of research and leadership skills, with an option for study in the Nurse Practitioner program. The NP program also leads to the MN degree. All qualified candidates will be encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. These positions are subject to final budgetary approval. Application packages including cover letter and CV should be directed to: Dr. Janice L. Thompson, Dean and Professor, Faculty of Nursing, University of New Brunswick, PO Box 4400, Fredericton, NB, Canada, E3B 5A3; Email: lbujold@unb.ca; Phone: 506-458-7623; Fax: 506-447-3057. The University of New Brunswick is committed to the principle of employment equity.

■ **NURSING — University of British Columbia.** The University of British Columbia School of Nursing is currently inviting applications for tenure-track faculty positions at the rank of Assistant Professor. UBC was Canadas first university to offer a nursing degree program, and has a proud tradition of excellence in undergraduate and graduate nursing education. We are committed to advanced professional practice, scholarship and research, and offer a range of innovative and exciting academic programs at the baccalaureate, masters and doctoral level. Our newest program is a masters level Family Nurse Practitioner program, designed to address population requirements for primary care. We have strong and active affiliations with health authority partners serving a diverse range of clinical practice contexts; our research collaborations involve a wide spectrum of disciplines and sectors. UBC is one of Canadas top-ranked research-intensive universities, offering programs in a full range of health disciplines and creating a dynamic interdisciplinary scholarly community. Successful applicants will have a doctorate in Nursing or a related discipline (earned or near completion), a Masters degree (in Nursing preferred), and be eligible for registration with the College of Registered Nurses of British Columbia. They will establish and pursue a program of research and scholarship in a substantive field relevant to the discipline of nursing. Successful candidates will demonstrate, or show potential for, excellence in teaching at various levels of the curriculum and supervision of undergraduate and graduate students. Please mail, e-mail or fax your letter of application, accompanied by your curriculum vitae and one or two samples of your scholarly writing, a record of teaching effectiveness (if available) and arrange to have three letters of reference sent to: Sally Thorne, RN, PhD, Director, School of Nursing, University of British Columbia, T201 - 2211 Wesbrook Mall, Vancouver, BC, Canada, V6T 2B5; Fax: 604-822-7423; Email: DirectorsOffice@nursing.ubc.ca. The final date for application for these positions will be January 31, 2008. Expected start date for these positions will be July 1, 2008 or January 1, 2009. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents will be given priority. All positions are subject to final budgetary approval. Further information on the School of Nursing is available at http://www.nursing.ubc.ca and information on the employment environment in the Faculty of Applied Science is available at http://www.apsc.ubc.ca/careers.

■ **NURSING — University of Windsor.** The Faculty of Nursing at the University of Windsor invites applications for two tenure-track faculty positions in the areas of Paediatrics/Child Health and Adult Health, at the rank of Associate or Assistant Professor commencing July 1, 2008. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, Chair, Faculty of Nursing Appointments Committee, University of Windsor, 401 Sunset Ave, Windsor, ON, N9B 3P4, Phone: (519) 253-3000, Ext. 2259; Fax: (519) 973-7094, Email: eliza@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 011-519-561-1432 or Email: recruit@uwindsor.ca.

■ **NURSING — University of British Columbia.** The CAMEO Program seeks a Research Associate for our research unit at the BC Cancer Agency. This is an opportunity to work with researchers and clinicians in developing and evaluating complementary medicine education and decision support interventions for patients and health professionals. Duties include: Planning and conducting complementary medicine education and decision support research projects; supervising research unit staff; developing proposals for external funding; writing research articles and presenting results at academic conferences. Qualifications: PhD in a health or social sciences discipline; experience with qualitative and quantitative research; knowledge of complementary medicine and cancer care; minimum of 3 years research experience post PhD; publications related to health research. Duration: One year part-time at 0.8 FTE (possibility of one year renewal). Salary: Commensuate with qualifications and experience. Application deadline: January 31st, 2008. Anticipated start date is February 18, 2008. To apply: Mail or email CV and statement of research interests to Dr. Lynda Balneaves, School of Nursing, The University of British Columbia, T201-2211 Wesbrook Mall, Vancouver, BC V6T 2B5; Fax: 604-822-7869; Email: lynda.balneaves@nursing.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

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■ **PHILOSOPHY — University of British Columbia.** Department of Philosophy. Rank: Assistant Professor Without Review. This will be a one-year appointment covering the period July 1, 2008 to June 30, 2009. The successful candidate may be renewed for up to two more years. AOS: Ethical Theory or Metaethics. Start date: 1 July 2008. Normal teaching load is 2/2, graduate and undergraduate. Potential for excellence in research and teaching are necessary qualifications for this position. This position is subject to final budgetary approval. A PhD is expected by the time of this appointment. Salary is competitive. Candidates should send a letter of application, a CV, a sample of written research, and three confidential letters of reference. Applications should be sent to Ethics Search, Department of Philosophy, University of British Columbia, Vancouver, BC, V6T 1Z1, Canada. Deadline for all applications is February 1, 2008. Inquiries may be addressed to Professor Margaret Schabas, Head of Department, at Department of Philosophy. Rank: Assistant Professor Without Review. This will be a one-year appointment covering the period July 1, 2008 to June 30, 2009. The successful candidate may be renewed for up to two more years. AOS: Ethical Theory or Metaethics. Start date: 1 July 2008. Normal teaching load is 2/2, graduate and undergraduate. Potential for excellence in research and teaching are necessary qualifications for this position. This position is subject to final budgetary approval. A PhD is expected by the time of this appointment. Salary is competitive. Candidates should send a letter of application, a CV, a sample of written research, and three confidential letters of reference. Applications

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 2,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF BUSINESS ADMINISTRATION
Tenure-Track Positions
In the areas of: Accounting and Taxation; Human Resource Management and Organizational Behaviour; and Entrepreneurship and International Business.

FACULTY OF EDUCATION
Term and Tenure-Track Positions
In the areas of Early Childhood Education, Inclusive Education, and Educational Administration

FACULTY OF ENGINEERING
Tenure-Track Positions
In the areas of Industrial & Petroleum Systems Engineering

FACULTY OF FINE ARTS
Term Position
Playwright-in-Residence (10-month, full-time term)

FACULTY OF GRADUATE STUDIES & RESEARCH
Tenure-Track Position in the Johnson-Shoyama Graduate School of Public Policy
In the area of Public Policy and Law

FACULTY OF KINESIOLOGY & HEALTH STUDIES
Tenure-Track Position
In the area of Health Studies and/or Health Promotion

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/recruitment.html**

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

Dean of Computer Science
University of New Brunswick—Fredericton Campus

The University of New Brunswick in Fredericton invites nominations and applications for the position of Dean of the Faculty of Computer Science. The appointment is for a five-year renewable term effective July 1, 2008.

The Faculty of Computer Science (FCS) is the premier computer science school in New Brunswick and a leader of computer science education in Atlantic Canada. Its mission is to provide comprehensive computer science and IT education to students and to contribute significantly to growth and support of the IT industry in the Province and the region through its teaching, research, and interaction with industry. The Faculty offers a Bachelor of Computer Science, BSc (Software Engineering) jointly with Computer Engineering, Certificate in Software Development, a new Bachelor of Information Systems, and well-established Master's and PhD programs. It operates a long-standing nationally-recognized co-op program. FCS attracts excellent students, and has had programming teams participating in the ACM World Championships in 2003 and 2005. Currently there are 22 full-time faculty members, including a CRC. The Faculty has an active and diverse research environment with approximately $10M in total research funding. Outreach and collaborative research opportunities are available through the NRC Institute for Information Technology on the campus, the Faculty's industry-focused Information Technology Centre, its in-house ACENet site for high-performance computing, close interdisciplinary research ties with other UNB Faculties, and external industry partners.

Candidates for the deanship should have outstanding academic and administrative skills, as well as an established research record. In particular, candidates should have strong communication skills and a track record of innovation and development. They should also possess leadership skills and the personal style needed to work well with a large and diverse group of people, and to maintain positive associations with members of both the public and private sectors.

The FCS is housed on the Fredericton campus of UNB in the capital city of New Brunswick, situated on the beautiful Saint John River. UNB has a rich history and a legacy of excellence, making a significant difference to economic, social and cultural development in New Brunswick and around the world.

UNB
UNIVERSITY OF NEW BRUNSWICK

Inquiries, nominations and applications should be addressed to:

Dr. Jane Fritz
Acting Vice-President Fredericton (Academic)
University of New Brunswick
P.O. Box 4400, Fredericton, NB Canada E3B 5A3
e-mail: vpacad@unb.ca
Fax: (506) 453-4908

Applicants should include curriculum vitae and the names of three referees. Candidates who apply by **February 15, 2008** are guaranteed full review of their applications.

All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

Assistant Professor in Health Studies
School of Kinesiology and Health Studies

Queen's UNIVERSITY

The School of Kinesiology and Health Studies at Queen's University invites applications for a three-year, non-renewable (with the possibility of a one-year extension) position at the rank of Assistant Professor in the area of health studies beginning 01 July 2008. The School welcomes outstanding individuals with a demonstrated commitment to excellence in research and teaching whose interests focus on the physical determinants of health, population health research, and prevention of chronic disease through healthy lifestyles for older adults.

The successful candidate must be able to teach undergraduate courses in physical determinants of health, physical activity in older adults, and research methods. Candidates must hold a Ph.D.

Applications will be accepted until **29 February 2008** or until a suitable candidate is identified. Applicants should submit a letter of application that includes: a teaching dossier; a description of their current and possible future research program; and a curriculum vitae. Applicants should also arrange to have letters of reference from three reviewers supporting both teaching and research potential sent to **Dr. Jean Côté, Director, School of Kinesiology and Health Studies, 69 Union Street, PEC 223, Queen's University, Kingston Ontario Canada K7L 3N6** Tel (613)-533-6601; Fax: (613) 533-2009; Email: skhs.director@queensu.ca.

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent residents will be given priority. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at <http://www.qufa.ca>.

Queen's University is located in Kingston, Ontario. This historic city with a population of approximately 117,000 is situated at the intersection of Lake Ontario, the Rideau Canal, and the St. Lawrence River, roughly equidistant from Toronto, Ottawa, and Montreal. Its numerous and high quality arts, entertainment, and culinary amenities belie its size.

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

www.queensu.ca

CAREERS CARRIÈRES

should be sent to Ethics Search, Department of Philosophy, University of British Columbia, Vancouver, BC, V6T 1Z1, Canada. Deadline for all applications is February 1, 2008. Inquiries may be addressed to Professor Margaret Schabas, Head of Department, at mschabas@interchange.ubc.ca. Information about the department is available at http://www.philosophy.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority. Information about the department is available at http://www.philosophy.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

■ **PHYSICS & ASTRONOMY — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the: Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext. 36831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track position in Social Psychology at the Assistant to Full Professor level. The area of social psychology is open. Information about the department and the Social Psychology Division can be found at http://www.psychology.uwaterloo.ca. The anticipated starting date is July 1, 2008. Applications will be accepted until January 15, 2008 although this deadline may be extended. Applicants should submit a curriculum vitae, statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three letters of reference to be sent to: The Social Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Guelph.** The College of Social and Applied Human Sciences at the University of Guelph invites applications for a tenure-track cross-disciplinary position in Psychology or in Sociology/Anthropology with a program of research and teaching interests that apply to issues in science/technology. Based as a BAS cohort of students. The program includes a community service component and opportunities for independent research and learning, including study and volunteerism abroad; students attracted to the BAS program tend to be strongly committed to social justice work in such areas as literacy, numeracy, global health, poverty, and the environment. In its sixth year of operation, the program has already produced highly diverse and accomplished graduates, and attracted 900 applications for 120 places in the fall 2007 admissions cycle. For more information, see http://www.uoguelph.ca/bas. Applicants should send current curriculum vitae, statement of research and teaching interests, samples of publications, and three letters of reference, to receipt by 31 January 2008, to: Dr. Donna Pennee, Associate Dean, Arts and Social Sciences, University of Guelph, Guelph, Ontario, N1G 2W1, Fax (519) 821-5704. No applications will be received electronically. Inquiries may be directed to dpennee@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

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■ **SOCIAL WORK — McMaster University.** The School of Social Work at McMaster invites applications for a tenure-track faculty appointment at the rank of senior Assistant Professor or Junior Associate Professor, effective July 1, 2008. The School offers a generalist BSW program, a research-centred MSW program and, beginning in 2008 and pending approval, a PhD program in the field of social justice. These programs aim to stimulate critical analyses of the intersection of personal troubles and oppressive structures, and to foster practices and policies directed to the enhancement of social justice. The School is committed to teaching, research and a faculty complement that reflect the diversity of the community. Candidates must have a social work degree and a doctoral degree in social work or a related discipline. We are seeking candidates whose work addresses the dynamics of social inclusion and exclusion, particularly the embedding of ability, class, race and culture in those dynamics. We are especially interested in engaging an Aboriginal scholar or a scholar working on issues of ability/disability, poverty or homelessness. Successful applicants will be able to contribute to the undergraduate and graduate programs through teaching, research and thesis supervision. They will be developing an independent, funded program of research, building links with relevant justice and equity-seeking community and professional groups, and communicating the results of their work in peer-reviewed publications. Experience in community practice and facility in quantitative methods will be considered particular assets. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. Applications, including a current curriculum vitae, a representative sample of academic writing, evidence of teaching effectiveness and three letters of reference (written directly to the School) should be sent to: Dr. Jane Aronson, Director, School of Social Work, McMaster University, 1280 Main Street West, KTH-319, Hamilton, ON, L8S 4M4; Email: aronsonj@mcmaster.ca; Website: http://www.socsci.mcmaster.ca/socwork/. Review of applications will begin on January 7, 2008. Applications will continue to be reviewed until the position is filled.

■ **SOCIOLOGY — Brandon University.** Social Sciences position in Applied Disaster and Emergency Studies (ADES): Brandon University invites applications for a tenure-track faculty position in the Department of Applied Disaster and Emergency Studies (ADES). A candidate with a PhD in emergency management or disaster studies is preferred. A Masters degree in these areas combined with sufficient relevant experience will also be considered. The successful candidate will have demonstrated expertise in education and research focusing on the social science perspectives of disasters. This may be as a specialty in a field such as sociology, anthropology, political science, economics, psychology, planning or human geography. The successful candidate will teach required and elective courses related to their area of specialty. Preference will be given to candidates who can teach the sociology of disasters, vulnerable populations, disaster recovery, and/or similar topics. This position will complement the departments current strengths in the physical sciences and applied management perspectives. Evidence of successful teaching, research and scholarship related to disaster studies and emergency management is required. The candidate should also have practical experience in the area and an understanding of the challenges posed by an interdisciplinary approach to the field. This is an applied program so the successful candidate will have the ability to effectively link university-based activities with public and private agencies and institutions. The ADES program has been in place since 2001 and has an established student base. Brandon University has invested significantly in library holdings and information technology, including a fully equipped Emergency Operations Lab, to support teaching and research. ADES offers four-year BA or BSc degrees. Applications are invited until the position is filled. The selection process will begin February 18, 2008. The appointment will take effect August 1, 2008 or upon candidate availability. Salary and rank will be commensurate with qualifications and experience. Please send a letter of application, curriculum vitae, transcripts, citizenship or Canadian immigration status, and the names and email addresses of three referees to: Dr. Austin Gullivet, Dean of Science, Brandon University, Brandon, MB, R7A 6A9; Email: gullivet@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ **SOCIOLOGY & ANTHROPOLOGY — University of Guelph.** The College of Social and Applied Human Sciences at the University of Guelph invites applications for a tenure-track cross-disciplinary position in Psychology or in Sociology/Anthropology with a program of research and teaching interests that apply to issues in science/technology. Based as a tenure-track faculty member in either the department of Psychology or the department of Sociology and Anthropology, the successful candidates teaching will be divided equally between the interdisciplinary core of the Bachelor of Arts and Sciences program and the home departments discipline. Expectations for service will incorporate as equally as possible contributions to the BAS program and to the home department. Duties will also include graduate teaching and supervision, and the development and maintenance of an active research profile. A doctorate is required, with demonstrated expertise in Psychology, Sociology, Anthropology or relevant interdisciplinary studies. Publications and a demonstrated commitment to excellence in interdisciplinary teaching are required. The position is at the rank of Assistant Professor, effective July 1, 2008. The College of Social and Applied Human Sciences comprises disciplines within the departments of Family Relations and Applied Human Nutrition, Geography, Political Science, Psychology, and Sociology/Anthropology. The College also supports interdisciplinary degree programs in Criminal Justice and Public Policy, Environmental Governance, and International Development. It is the largest college on campus. For more information, see http://www.csahs.uoguelph.ca/. The innovative Bachelor of Arts and Sciences Program comprises a minor (of students choosing) from the BA program, a minor (of students choosing) from the BSc program, and an interdisciplinary core of ASCI courses developed for and available only to the BAS cohort of students. The program includes a community service component and opportunities for independent research and learning, including study and volunteerism abroad; students attracted to the BAS program tend to be strongly committed to social justice work in such areas as literacy, numeracy, global health, poverty, and the environment. In its sixth year of operation, the program has already produced highly diverse and accomplished graduates, and attracted 900 applications for 120 places in the fall 2007 admissions cycle. For more information, see http://www.uoguelph.ca/bas. Applicants should send current curriculum vitae, statement of research and teaching interests, samples of publications, and three letters of reference, to receipt by 31 January 2008, to: Dr. Donna Pennee, Associate Dean, Arts and Social Sciences, University of Guelph, Guelph, Ontario, N1G 2W1, Fax (519) 821-5704. No applications will be received electronically. Inquiries may be directed to dpennee@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

Tenure-Track Position in Analysis
Mathematics and Statistics

MEMORIAL UNIVERSITY

The **Department of Mathematics and Statistics** at Memorial University of Newfoundland is undergoing a process of faculty renewal and is making a number of tenure-track appointments. The Department invites applications for a tenure-track Assistant Professor position in **Analysis**. While outstanding applications from all areas of analysis are welcome, preference may be given to applicants with publications in the area of analysis on manifolds or geometric analysis.

Applicants must have an earned doctorate and an excellent publication record in Analysis. Candidates should have some teaching experience and the skills required to become an excellent teacher. Duties for the position include graduate teaching and supervision; undergraduate teaching and the development of a vigorous research program.

The *closing date* for applications will be February 15, 2008. Candidates should submit a Curriculum Vitae, a description of research and teaching interests; and the names and addresses (include e-mail) of at least three referees. Applications should be sent to:

Head of Department, VPA-MAST-2007-005, Department of Mathematics & Statistics, Memorial University of Newfoundland, St. John's, NL, A1C 5S7, Canada. E-mail: mathstat@math.mun.ca, Internet: www.math.mun.ca

You MUST use the code VPA-MAST-2007-005 on all correspondence.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

Indian Languages, Literature & Linguistics
First Nations University of Canada
Linguistics Faculty Position – Permanent-Track / REGINA CAMPUS

The First Nations University of Canada is a First Nations-controlled University with approximately 1200 students currently enrolled and over 65 full-time faculty. Since our inception in 1976, the First Nations University of Canada has earned an international reputation as a visionary academic leader.

The Department of Indian Languages, Literatures, and Linguistics at the First Nations University of Canada invites applications for a permanent-track position at the Assistant Professor level, effective August 1, 2008. A specialization in the Siouan (Nakota and Dakota) and/or Athapaskan (Dene) languages is required. Additional specialization in one or more of the following fields will also be necessary: articulatory phonetics and phonology, ethnolinguistics and cognitive semantics, linguistic field methods, comparative Amerindian linguistics, and language pedagogy, policy and planning. The successful candidate will be expected to actively contribute to First Nations language programming, in addition to teaching a variety of introductory, senior undergraduate and graduate courses in Linguistics.

Applicants should hold a Ph.D. in Linguistics, though consideration may be given to those nearing completion of a Ph.D. with a strong or promising research record in descriptive and/or applied linguistics and a clear demonstration of teaching excellence. The salary will be commensurate with qualifications and experience.

Application procedure: Preference will be given to First Nations, Aboriginal, and other designated group members (SHRC #E93-13); therefore please indicate your status on the covering letter. Applications should be forwarded by **January 31, 2008** and include a current *Curriculum Vitae*, transcripts, teaching evaluations, a teaching dossier, sample publications and/or conference papers and the names and addresses of at least three referees.

FIRST NATIONS UNIVERSITY OF CANADA

Human Resources Department
First Nations University of Canada
1 First Nations Way
Regina, SK S4S 7K2
Ph. (306) 790-5950 ext. 2500
Fax (306) 790-5997
E-mail: humanresources@firstnationsuniversity.ca
Website: www.firstnationsuniversity.ca

Additional questions can also be directed to the Head of the Department of Indian Languages, Literatures, and Linguistics at sratt@firstnationsuniversity.ca.

Dean of Business Administration
University of New Brunswick—Fredericton Campus

The University of New Brunswick in Fredericton seeks a dynamic new leader for its Faculty of Business Administration. Building on a solid foundation, UNB offers the opportunity for the right person to develop a strong and differentiated identity for the Faculty. Nominations and applications are invited for Dean of the Faculty of Business Administration. The appointment is for a five year term effective July 1, 2008 and is subject to renewal.

The Faculty of Business Administration (FBA) is the flagship business school in New Brunswick and one of the leading business schools in Atlantic Canada. Its mission is to provide comprehensive business education to its students and to contribute significantly to business growth and wealth creation in the Province and the region through its teaching, research, and interaction with business. The Faculty currently has 1,000 full and part-time undergraduate students and 85 candidates in the MBA programs. Specializations are offered in Accounting, Finance, Human Resource Management, and Marketing, as well as concentrations in Aviation and Operations Management and in Entrepreneurship. The Faculty has an active and diverse research milieu and is home to the Centre for Financial Studies and the BMO International Business and Entrepreneurship Centre. It runs innovative student programs such as the Student Investment Fund and Activator Programs. Its BBA and MBA programs are offered overseas through international partnerships.

Reporting to the Vice President Fredericton (Academic), the Dean will provide vision and leadership, using strong business connections to position the Faculty for the future. The Dean will foster collegial, productive relationships within the Faculty and within the broader University community. The Dean will actively develop relationships with business, professional organizations and alumni. Candidates will have a proven track record of creating strongly differentiated organizations with clear and relevant directions. Candidates will have a strong record of or appreciation for research, and demonstrated ability in academic and financial management. Successful business experience and familiarity with AACSB processes would be considered as assets.

The FBA is housed on the Fredericton campus of UNB in the capital city of New Brunswick, situated on the beautiful Saint John River. UNB has a rich history and a legacy of excellence, making a significant difference to economic, social and cultural development in New Brunswick and around the world.

UNB UNIVERSITY OF NEW BRUNSWICK

Inquiries, nominations and applications should be addressed to:

Dr. Jane Fritz
Acting Vice-President Fredericton (Academic)
University of New Brunswick
P.O. Box 4400, Fredericton, NB Canada E3B 5A3
e-mail: vpacad@unb.ca
Fax: (506) 453-4908

Applicants should include curriculum vitae and the names of three referees. The deadline for applications is **February 15, 2008.**

All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

CAREERS CARRIÈRES

students choosing) from the BSc program, and an interdisciplinary core of ASCI courses developed for and available only to the BAS cohort of students. The program includes a community service component and opportunities for independent research and learning, including study and volunteerism abroad; students attracted to the BAS program tend to be strongly committed to social justice work in such areas as literacy, numeracy, global health, poverty, and the environment. In its sixth year of operation, the program has already produced highly diverse and accomplished graduates, and attracted 900 applications for 120 places in the fall 2007 admissions cycle. For more information, see http://www.uoguelph.ca/bas. Applicants should send current curriculum vitae, statement of research and teaching interests, samples of publications, and three letters of reference, for receipt by 31 January 2008, to: Dr. Donna Pennee, Associate Dean, Arts and Social Sciences, University of Guelph, Guelph, Ontario, N1G 2W1, Fax (519) 821-5704. No applications will be received electronically. Inquiries may be directed to dpennee@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **SOCIOLOGY & ANTHROPOLOGY** — **Carleton University.** The Department of Sociology and Anthropology invites applications for a tenure-track position at the rank of Assistant Professor, to commence July 1, 2008. We seek a Sociologist whose primary expertise lies in the area of Political Economy and/or Social Justice. Applicants who bring a feminist perspective to their work in these areas are particularly welcome. Secondary research and teaching competence in any of the following areas is also an asset: criminology, sociology of education, and qualitative methods. The successful applicant will be expected to develop a program of research leading to significant peer-reviewed publications, and to do graduate and undergraduate teaching. Preferred candidates will have completed a doctorate in sociology or a cognate social science discipline, and show potential for excellence in teaching and research. Applicants are requested to forward: a letter of application, stating research and teaching interests, a current curriculum vitae; evidence of teaching ability; examples of publication. Applicants should also arrange for three letters of reference to be forwarded to the Department by February 4, 2008, when we will begin to review applications. Applications and letters of reference should be addressed to: Professor Peter Gose, Chair (attn: Political Economy/Social Justice position), Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Please send your email enquiries regarding this position to peter_gose@carleton.ca. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. Canadian citizens and permanent residents will be considered first for this position.

■ **SPANISH & LATIN AMERICAN STUDIES** — **University of Waterloo.** Applications are being accepted for a tenure-track position in Latin American Literature and / or Cultural Studies at the Assistant / Associate Professor Level. The department is seeking a researcher and teacher who can contribute to the growth of the undergraduate program in the areas of language, literature, culture and translation studies. An interest in testimonial literature and Human Rights, and experience in International Relations will be considered an asset. Administrative ability and commitment to continuing research PD in a relevant field and have a native or near-native command of both Spanish and English.Please send letter of application, curriculum vitae, teaching portfolio, a sample of a recent publication or research work, along with the names of three referees (letters of recommendation are not requested at this stage)to: Dr. Maria del Carmen Sillato, Chair, Department of Spanish and Latin American Studies, University of Waterloo, Waterloo, ON N2L 3G1. Tel.519-888-4567, ext. 35710. Fax 519-746-7881. Email: msillato@watarts.uwaterloo.ca. Starting date will be no later than January 2009. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Review of applications will begin on January 15, 2008 and continue until the position is filled.

■ **STUDIO (PAINTING)** — **University of Toronto Scarborough.** Applications are invited for a teaching stream position at the rank of Lecturer in Studio, Department of Humanities, University of Toronto Scarborough (UTSC) to begin July 1, 2008. The position is renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take place in the 11th year. The successful candidates creative practice will demonstrate expertise in contemporary painting and drawing as well as a related interest and expertise in digital art practices. Teaching responsibilities will include undergraduate courses at all levels, and graduate teaching and supervision. The department particularly encourages applications from candidates who can address current issues in contemporary art theory and practice in their teaching, and whose work pushes beyond conventional boundaries. The position requires a commitment to curriculum development and innovation to teaching. The appointee will be expected to contribute to the academic life of a dynamic interdisciplinary department where arts management, music, drama, art history and studio flourish together, and to participate actively in the Master of Visual Studies Program. Publications, curatorial work, and evidence of other creative activities will be viewed favourably by the committee. Demonstrated excellence in teaching is required. Candidates with a completed MFA or equivalent and an established exhibition record will be given preference. Salary to be commensurate with qualifications and experience. The University of Toronto is a tri-campus university with a unitary graduate department. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the department can be found at http://www.utsc.utoronto.ca/~humdiv/Index.html. Applicants should send a letter of application, a complete curriculum vitae, statement of teaching philosophy, teaching evaluations, examples of course outlines, a portfolio of 20 images of recent work on DVD or slides to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letters may be submitted electronically (preferred) to StudioSearch@utsc.utoronto.ca or mailed to Studio Search, Department of Humanities, UTSC, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing date for applications is January 15, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **STUDIO (SCULPTURE)** — **University of Toronto Scarborough.** Applications are invited for teaching stream position at the rank of Lecturer in Studio, Department of Humanities, University of Toronto Scarborough (UTSC) to begin July 1, 2008. The position is renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. The successful candidates creative practice will engage with contemporary sculpture. Applicants for this position must demonstrate an expertise in sculpture with an emphasis on general sculptural skills in a variety of materials and processes. Applicants should have a strong background in the theory and practice of both traditional and contemporary sculpture. Ability to teach courses in drawing, installation, digitally produced sculpture, will be considered an asset. Teaching responsibilities will include undergraduate courses at all levels, and graduate teaching and supervision. The department particularly encourages applications from candidates who can address current issues in contemporary art theory and practice in their teaching and whose work pushes beyond conventional boundaries. The position requires a commitment to curriculum development and innovation to teaching. The appointee will be expected to contribute to the academic life of a dynamic interdisciplinary department where arts management, music, drama, art history and studio flourish together, and to participate actively in the Master of Visual Studies Program. Publications, curatorial work, and evidence of other creative activities will be viewed favourably by the committee. Demonstrated excellence in teaching is required. Candidates with a completed MFA or equivalent and an established exhibition record will be given preference. The closing date for applications is January 15, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **SYSTEMS DESIGN ENGINEERING (SHARCNET CHAIR)** — **University of Waterloo.** Applications are invited for a tenure track faculty position at the rank of Associate or Full Professor. The candidates should possess a PhD in engineering and be able to demonstrate strong abilities in both teaching and research. We are primarily interested in a person whose research is in computational mathematics, in general, encompassing high-order numerical methods and scalable solvers for the numerical solution of partial differential equations, with a focus on environmental, climate and weather system modelling. The construction of high-order numerical methods and scalable parallel solvers as the basis for building advanced simulation capabilities is a high priority area of research for the department. As the SHARCNET Chair holder in Systems Design Engineering the successful applicant would be expected to seek out opportunities for collaboration with faculty members in Engineering, the School of Computer Science, the Faculties of Mathematics and Science, as well as other members of the SHARCNET network. Opportunities for collaboration within the Department of Systems Design Engineering include blood flow modelling, inverse modelling and analysis of very large data sets, remote sensing, signal processing, biological/environmental systems modelling, pattern recognition, hierarchical stochastic modelling, and multi-disciplinary design optimization. As the holder of the SHARCNET Chair in Systems Design Engineering at the University of Waterloo the successful applicant would be ideally placed to build on the strengths in Systems Design Engineering and to contribute to those in computer science, mathematics and science at UW and the other SHARCNET members. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop their research program. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. Additional information on the University and the Department and its activities can be found at http://www.systems.uwaterloo.ca/. Applications should be forwarded to Ms. O. Cheng, Secretary to the Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to dacheng@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at http://systems.uwaterloo.ca/docs/cvformat.pdf. Applications will be reviewed starting on January 2, 2008.

ACCOMMODATIONS

■ **GOING ON SABBATICAL?** — Sabbatical-Homes.com caters to minds on the move. CAUT members feel at home no matter where they go. Long- and short-term, home-exchanges and housesitting opportunities for academics available since 2000 at http://sabbaticalhomes.com.

■ **EDINBURGH, SCOTLAND** — Edinburgh, Scotland fully furnished 3-bedroom flat for rent from September-December 2008 and/or January-June 2009. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chetrick/Stephen Brown (705) 748-1011 x7660 Trent University Email: kchittick@trentu.ca or swbrown@trentu.ca

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■ **SOUTH OF FRANCE** — Holiday rental, medieval house and studio, 16th century village of Montagnac near Monpellier/Mediterranean. Contact: sjevent@shaw.ca. Web: www.sjevent.ca. or swbrown@trentu.ca.

■ **SOUTH OF FRANCE** — Holiday rental: medieval house and studio, 16th century village of Montagnac near Monpellier/Mediterranean. Contact: sjevent@shaw.ca; Web: www.sjevent.ca.

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■ **TORONTO PHD GOWN & HOOD** — Polyester and wool. Like new, worn twice. Sized for six feet 170 lbs. $225 macewen@wordtek.com. 609-924-6481.

Gregg Centre Chair in Climate Change and Conflict

University of New Brunswick

The University of New Brunswick is pleased to announce the establishment of The Gregg Centre Chair in Climate Change and Conflict, an exciting new research position affiliated with UNB's Brigadier Milton F. Gregg, VC, Centre for the Study of War and Society. The Gregg Centre builds on nearly four decades of expertise, which has made UNB one of the premier centres in Canada for the study of modern war. The Centre's new mandate is broad and interdisciplinary, encompassing the study of war as a complex social phenomenon. The Chair in Climate Change and Conflict is a centre-piece of that expanded mandate. It is also reflective of the wide interests of the soldier, statesman and educator after whom the Gregg Centre is named. (For more on the Gregg Centre visit our website www.unb.ca/greggcentre.)

UNB is looking for a dynamic and innovative scholar to hold the Chair. Potential candidates include those currently active in the field of climate change and conflict; however, those with established scholarly records in related fields (especially in the social sciences) who are anxious to shift their research focus into this emerging and topical field are encouraged to apply. In addition to evidence of scholarly excellence and accomplishment, applicants are asked to provide a five year research proposal with appropriate budget. The successful candidate will pursue an active research and publishing agenda, supervise graduate students and teach one 3ch course per year in his/her field, and feel comfortable dealing with the media and exploiting the unique access to the Canadian Army provided by nearby CFB Gagetown. The Chair holder will be granted tenure, or placed in a tenure stream, and cross appointed to the appropriate academic department.

The intent is to appoint at the senior assistant or associate professor level, but all established scholars interested in the position are encouraged to apply. Appointment is expected to take effect 1 **July 2008.**

Please send a CV, research plan and three letters of reference by 1 **February 2008** to:

Dr Marc Milner, Director
The Gregg Centre
University of New Brunswick
P.O. Box 4400
Fredericton, NB
E3B 5A3

UNB
UNIVERSITY OF NEW BRUNSWICK

For further information please contact Dr Milner at 506-458-7428.

All qualified applicants are encouraged to apply; however, Canadian and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

THE GREGG CENTRE
FOR THE STUDY OF WAR & SOCIETY
UNIVERSITY OF NEW BRUNSWICK

The Balsillie School *of* International Affairs

An extraordinary gift has provided the catalyst for a unique three-way collaboration in graduate studies and research in international affairs. The Balsillie School combines the strengths of Wilfrid Laurier University, the University of Waterloo, and the Centre for International Governance Innovation (CIGI), creating the foundation for a world-class centre for global engagement.

The Balsillie School will be home to a total of 18 endowed Chairs (six already appointed) and other faculty, more than 50 endowed graduate fellows, and three existing programs (a Masters in Global Governance, a Masters in International Public Policy, and a joint PhD in Global Governance). The endowed Chairs hold positions in one of the two Universities, and can choose to be cross-appointed to the other. The Chairs can also take advantage of unparalleled opportunities for research and networking afforded by the partnership with CIGI. The School will be housed in a signature building scheduled to open in 2009.

Director

We are seeking an outstanding individual to provide academic leadership to the new School. *The Director will be expected to have a national and international* profile, an appropriate scholarly background, and the energy and enthusiasm for this exciting challenge. Applicants should have qualifications consistent with an appointment as a tenured full professor. The Director will be offered an endowed Chair at one of the universities, and hold a cross-appointment at the other.

CIGI Chairs

We invite applications for 12 Chairs from outstanding researchers and academic leaders in any of the areas listed below, with qualifications consistent with appointment as an Associate or Full Professor in the relevant Departments.

Wilfrid Laurier University
(up to six Chairs)
- International economics/finance
- International supply chain management
- Security/foreign policy
- International environmental governance
- Religion and international politics
- Comparative family/social policy

University of Waterloo
(up to six Chairs)
- International law
- Normative and/or methodological issues in global governance
- International trade and/or natural resources
- International environmental institutions
- History of international economic relations
- Global inequality, poverty and aid
- Emerging powers and global governance
- International health governance
- International governance in the Americas

For more information on these opportunities please see www.balsillieschool.ca, or contact Sandy Rung, Director of Operations, Balsillie School of International Affairs
Phone: 519-885-2444 X 228
Email: info@balsillieschool.ca
Mailing address: 57 Erb Street West, Waterloo On N2L 6C2

Initial consideration of applications will begin Feb 1, however the positions will remain open until filled

All qualified individuals are encouraged to apply, however Canadians and permanent residents will be given priority

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities

Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups must self-identify to be considered for employment equity. See detailed ad on website for process for confidential self identification for Wilfrid Laurier University

Wilfrid Laurier University
CIGI
The Centre for International Governance Innovation
Centre pour l'innovation dans la gouvernance internationale
University of Waterloo

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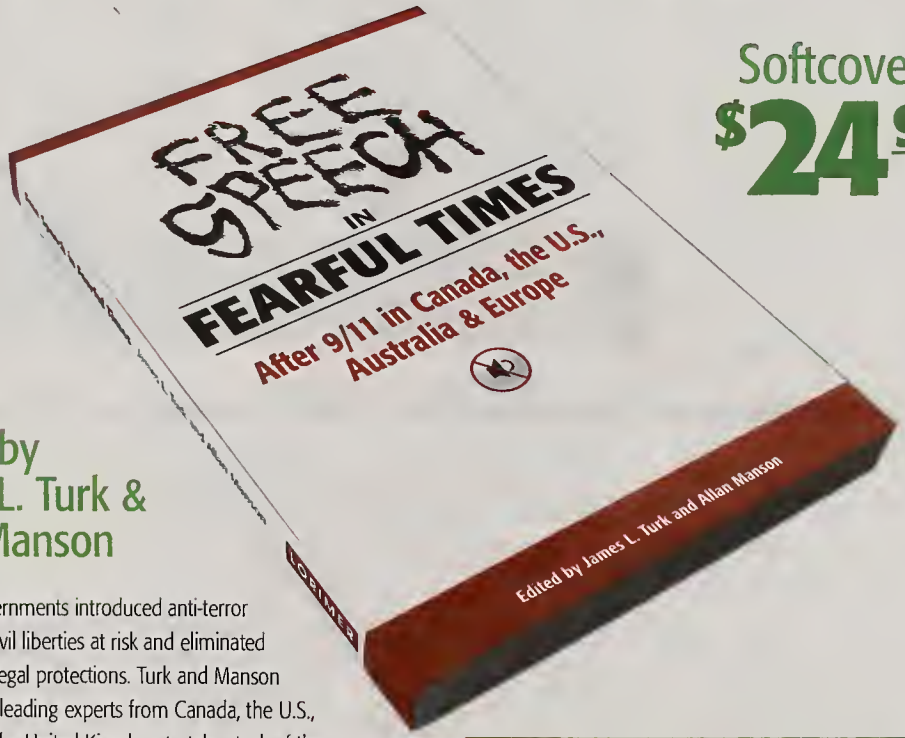

Softcover

$24.95

Edited by James L. Turk & Allan Manson

After 9/11, governments introduced anti-terror laws that put civil liberties at risk and eliminated long-standing legal protections. Turk and Manson bring together leading experts from Canada, the U.S., Australia, and the United Kingdom to take stock of these laws and their implications for free speech and academic freedom. This book also puts today's situation into perspective by looking at the treatment of scholars and intellectuals during similar periods, as when Bertrand Russell was fired from Cambridge during the First World War and American and Canadian academics were mistreated during the Cold War years. In addition to analyzing the impact of anti-terror laws, the contributors to this book offer proposals that would better protect freedom of expression, academic freedom and civil liberties.

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